

Local Government Service

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IMPROVED N.A.L.G.O. ORGANISATION

A General Staff Appointed—Phenomenal Growth of the Association

By SIR ROBERT DONALD, LL.D.

THE Special Committee appointed to recommend a scheme which would bring the administrative machinery of N.A.L.G.O. more into harmony with the dimensions of the organisation has reported, and its plan is already in operation. The French saying would almost apply to the new régime, "The more we change the more it is the same thing." Effect is given in concrete form to a system which has developed. A general staff has been created, a measure of delegation has been introduced, and Mr. Hill, the General Secretary, will be relieved of the strain of dealing with masses of detail. The chief official of the organisation, like the managing director of a big industrial enterprise, should be free to concentrate on new problems and to deal with questions of policy. A less efficient organiser than Mr. Hill would have been overwhelmed by the organisation which he has created. With the continued growth of N.A.L.G.O. I would not be surprised if within the next few years it may be necessary to carry out further delegation.

Few people outside N.A.L.G.O., and not many of the members, realise what a gigantic concern it has become. The first thing which impresses the observer in looking into the organisation is the meteoric advance which it has made to its present position of prestige and influence.

Twenty three years ago, when Mr. Hill assumed the General Secretaryship, the Association had a bank balance of £102, a subscription income of £160, and under 10,000 members. To-day its invested funds and assets are rapidly approaching £600,000, its subscription income exceeds £40,000 a year, and its membership is 66,000. About a quarter of a century ago its headquarters consisted of a letter box at Ludgate Circus. Now the Association has a magnificent building of its own in keeping with its dignity, admirably equipped for the discharge of its multifarious and increasingly important functions, with a staff of more than 100, the latest mechanical aids to clerical work, and it owns property in various parts of the country. Altogether, the supremely successful record of the Association in every sphere of its work is a romance of organisation and is probably



Mr. L. HILL,
General Secretary, N.A.L.G.O.

unparalleled in the history of vocational association in this country.

The second point about N.A.L.G.O. which I would venture to stress is that the Association is a medium through which every reasonable requirement of the local government officer as regards his status and service conditions is served. It is thoroughly equipped for the defence and advancement of his professional interests. Throughout its twenty-seven years' history it has performed, in connection with every aspect of service questions, work which has been of inestimable value and importance to all grades of the service. The Association is unique in respect of its experience and specialised knowledge of the multitudinous problems which affect every branch of the service. Its achievements constitute at once a signal tribute to sagacious leadership, to the eminently efficient work of the officers and staff, and to the spirit of co-operation which animates the local government service. There is no aspect of the policy of the Association and of its major activities which has not as important a bearing upon the progress of the administration generally as it has on the service con-

ditions of officers. In other words, N.A.L.G.O. has a very definite philosophy as well as a highly organised administrative machine.

Not a little of the work of a voluntary organisation such as N.A.L.G.O. is work which may be unseen except by those on whose behalf it is directly undertaken. But very often action in some individual case is beneficial to the service in general, for questions of principle may arise and precedents may be established to govern other cases in the future. In the legal section of the Association no fewer than 511 cases, involving legal advice or assistance to members, were dealt with in the period February 1, 1931, to January 31, 1932. Especially noteworthy have been the Association's activities in the interests of transferred Poor Law officers on questions of salaries, superannuation, tenure of office, compensation, and appointments of inexperienced persons. During the past twelve months Headquarters have submitted to the Ministry of Health or the Treasury compensation appeals on behalf of thirty-three members under the Local Government Act, 1929, the Rating and Valuation Act, 1925, and Ministry of Health Orders, and everyone has been successful, the total compensation allowances of officers concerned having been increased by the aggregate sum of £740.

Parliamentary Bills are closely scrutinised and in all cases where it appears that members may be adversely affected, action is taken to safeguard their interests.

N.A.L.G.O.'s contribution to education constitutes one of the outstanding features of its work. By means of its examinations for the general, clerical, administrative, and technical officers who are not catered for by other professional examinations, and by its work in the larger sphere in promoting the study of the basic principles of public administration, the Association is showing a very progressive attitude towards the problems and policies of administration. Last year there were 267 candidates in the three grades of the Association's examinations. Since its inception in 1920, the N.A.L.G.O. Correspondence Institute, under which first-class instructional

courses are provided at reasonable fees, has reached over five thousand students. Apart from holding Summer Schools, which are meeting the steadily expanding demand for facilities for the study of the science, machinery, and technique of public administration in its widest significance, the Association is bringing local government officers into closer contact with the universities and colleges, a number of which have already, as a result of its representations, established degree and diploma courses in public administration.

A few further facts may be given as affording a striking impression of the wide range of activities in which the Association is engaged. Every year some thousands of meetings, conferences, and interviews are attended by officers. Parliamentary and Ministerial conferences are held. Evidence is submitted to Government and other Committees dealing with any phase of the work of local government

£150,000. This society, one of the finest of its kind in the country, affords a variety of very substantial additional benefits.

The Association has its own convalescent home at Matlock. A scheme which involves the annual investment of thousands of pounds in house property for the benefit of members has been operated with marked success, and the Association proposes to add to its numerous activities, the conduct of a building society. Not the least important is the social and recreative side of the work. Apart from carrying on the delightful bungalow camp at Croyde Bay, Devon, at which, last year, the bookings represented 3,400 hut-weeks, the Association organises travel services in the interests of members at home and abroad, and each year charters the whole of the passenger accommodation of a steamer for a pleasure cruise for members, at reduced fares, to the Canary Islands.

head of the Organising Department, whose activities include the arrangements in respect of conferences and committees, Divisional Offices and officers, service conditions, branches and district committees, propaganda, typing department, diaries, colours, Croyde Bay Camp, holiday cruise, holiday guide, and purchasing. There are seven Divisional Organising Secretaries, with their staffs, and five Divisional Offices in the Provinces.

DEPARTMENTAL DELEGATION

The new arrangements involve a greater measure of delegation and responsibility to the Departmental Chief Officers. Each is held responsible to the General Secretary, Mr. Hill, for the efficient working of his own department. Mr. Hill, who is the supreme head of all departments and of the staff, is left free to deal with the many important questions that arise from time to time, to initiate new activities, to cultivate points of contact with other important movements and personages, and to co-ordinate within the policies of N.A.L.G.O. all departmental activities.

Again, each departmental head is responsible for the initiation of ideas for the better working of his department and for the preparation of reports, agendas, minutes, and work arising from decisions connected with his department's committees. He keeps the General Secretary fully informed of all developments and happenings of importance. All letters issued from the various departments are signed by the departmental head in his own name with the exception that all communications to Government departments, local authorities (except communications with local authorities on fidelity insurance), correspondence with Members of Parliament, and the most important correspondence, are signed by the General Secretary. A certain measure of re-organisation has also taken place in connection with the committee work. The work of the Association has been re-allocated to provide for nine standing committees, namely those dealing with Service Conditions and Organisation (including salaries, Whiteley Councils, and propaganda), Poor Law transferred officers, Education (including examinations, N.A.L.G.O. Correspondence Institute, and Summer Schools), Finance and General Purpose (including all questions relating to staff and offices), Publications and Recreations (including sports, holiday travel, Croyde Bay Camp, and trading activities), Law and Parliamentary, Benevolent and Orphan Fund management, N.A.L.G.O. Provident Society management, and Logomia Board of Management. The Approved Society Committee of Management is not included in this scheme, as the majority of members are not on the National Executive Council, and this committee does not always meet in London.

Standing committees have power to act on all questions, except matters involving new principles and a financial charge exceeding £50. The following committees and sub-committees have been continued: the Accounts Sub-committee, the Mortgages Joint Committee, the Convalescent Home Sub-committee, the Benevolent and Orphan Fund Rota Committee, the Croyde Bay Holiday Camp Sub-committee, and the Standing Joint Committee. The last-mentioned, it may be recalled, is composed of members of the Service Conditions Committee and representatives of other societies.

These particulars will give some idea of the basis on which the Association is organised. Rationalisation, to meet new conditions and developments, is nothing novel with N.A.L.G.O. To have kept abreast of developments, and even, in advance of them, has been one of the secrets of the Association's consistent success.

The local government administration is passing through an evolutionary process which is perhaps unprecedented in its history. With the ever-increasing volume of legislation affecting the administration, the responsibilities of officers are being rapidly multiplied. The existence, therefore, of a strong organisation capable of dealing effectively with the various problems that are arising, individually and collectively, is a paramount necessity.



DEPARTMENTAL CHIEF OFFICERS

Left to right: H. G. BAKER (Finance), T. HARVATT (Education), J. SIMONDS (Legal) and W. P. FOX (Organising Secretary)

officers. The daily incoming post at Headquarters consists on an average of 560 packages, and the outgoing post 580. Approximately twenty-thousand cheques are signed in the year. There are roughly a quarter of a million index cards for record purposes. The number of local branches is about five hundred, and there are twelve District Committees. A constant flow of literature is issued, and hundreds of cases involving every aspect of service problems are taken up.

The Benevolent and Orphan Fund, founded in 1910, has disbursed over £40,000 in the provision of assistance to officers, widows, and orphans in necessitous circumstances. Through its insurance association, Logomia, facilities are furnished for all types of personal and domestic insurance at highly favourable rates. In the Life Department the premium income is about £16,000 per annum, and the total number of life policies at the end of 1931 was 1,700, representing an aggregate sum assured of £282,660. As regards fire and householders' comprehensive insurances, a section which has made remarkable progress, the total number of policies is 1,078, and the total sum assured is £621,036. The Provident Society has over ten thousand members and accumulated funds exceeding £85,000. Since 1912, when the Approved Society under the National Health Insurance Act was formed, the membership has risen from about 6,500 to approximately 20,000, and the total investments are now about

It would be impossible within the scope of a single article to convey an adequate impression of the ramifications and achievements of N.A.L.G.O. But the facts which I have quoted are in themselves sufficiently striking, and should assist to convince any officer, who has not yet made up his mind on the question of joining the Association, of the claim which N.A.L.G.O. has to his support. These singularly progressive developments have not been achieved without a complete mastery of the technique of organisation. While the work of the Association has been growing and additional activities have been undertaken, the internal organisation at Headquarters has become more or less departmentalised. This scheme has now been officially recognised by the National Executive Council as a result of the recent review by a special committee of the administrative machinery and organisation of the staff.

Under the scheme the Finance Department, in charge of Mr. H. G. Baker, will deal with accounts, cash, investments, stock and stores, and share certificates. Mr. T. Harvatt, B.A., Barrister-at-Law, is in charge of the Education Department, which deals with educational activities generally. Mr. John Simonds, M.A., Barrister-at-Law, is in charge of all Insurances, Benevolent and Orphan Fund, and the Legal Department; he deals with the work of Logomia, the Provident and Approved Societies, legal advice, Parliamentary work, and superannuation. Mr. W. P. Fox is the

National Association of Local Government Officers

Annual Conference: Weston-super-Mare

Commencing MAY 14, 1932

AGENDA

Containing Notices of Motion, Amendments to which must be received not later than 5 p.m.
April 15, 1932.

PLACE OF MEETING:

KNIGHTSTONE PAVILION, Weston-super-Mare

NOTE: The proceedings will commence at 9.30 a.m. on Saturday, May 14, 1932, and at 10.0 a.m. on Monday, May 16, 1932. The Conference will adjourn for luncheon at 12.30 p.m. and re-assemble at 2.30 p.m. on each day, unless otherwise determined. On Saturday, May 14, 1932, the Conference will adjourn at 4.15 p.m. to enable the Annual General Meeting of the National and Local Government Officers' Mutual Insurance Association, Limited, to be held in the Knightstone Pavilion, at 4.30 p.m. On Monday, May 16, 1932, the Annual General Meeting of the Nalگو Provident Society will be held in the Town Hall, Weston-Super-Mare at 9.0 a.m.
The Session on Saturday morning will be open to all local government officers and the public.

1. PROCEEDINGS OF THE CONFERENCE HELD ON MAY 23 AND 25, 1931.
2. OFFICIAL WELCOME BY THE CHAIRMAN OF THE WESTON-SUPER-MARE URBAN DISTRICT COUNCIL.
3. ADDRESSES.
4. BENEVOLENT AND ORPHAN FUND.
 - (a) Purses, etc.
 - (i.) Lady Erskine will receive the Purses of the Benevolent and Orphan Fund.
 - (ii.) Lady Erskine will present the "Sir Homewood Crawford" Shield, the "Sir Charles Wakefield" (Lord Wakefield) Shield and the "Bridlington" Cup.
 - (iii.) To receive the Honorary Treasurer's Financial Statement.
 - (iv.) To receive the Report of the Management Committee.
 - (b) Amendments of Rules.

that section by virtue of which it first becomes qualified, and the remaining appointment or appointments shall be made by the branch or branches next in order of qualification: Provided further that in the event of a branch which is qualified to elect a member under either of sections (b) (c) and (d) notifying the Secretary of the Fund that it does not propose to elect such member, the branch next in order of qualification shall be entitled to elect a member."

- (i) **Notice of Motion given by the West Riding County Officers' Branch.**

"That Rule 5 (a) (1) of the B. & O. Fund be amended as follows: 'A personal donation of not less than five guineas in any one year shall entitle the donor to life membership.'"

- (ii) **Notice of Motion given by the National Executive Council.**

"That Rule 17 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows:—

Rule 17. Delete the whole rule and substitute the following therefor:—

Each Regional Committee which shall be elected annually, as soon as possible after the Annual Conference, shall consist of the following, who must be members of the Association and members of the Fund:—

- (a) Four members of the District Committee, at least one of whom must be a member of the Council.
- (b) One member to be elected by the branch in each District Committee area which has contributed during the preceding financial year of the Association the highest average amount per head of actual membership.
- (c) One member to be elected by the branch in each District Committee area which has contributed during the preceding financial year of the Association the highest aggregate amount.
- (d) One member to be elected by the branch in each District Committee area which has contributed the highest aggregate amount since the inception of the Fund.

Provided that a branch shall not be entitled to elect more than one member.

In the event of a branch qualifying under more than one of sections (b) (c) and (d), it shall elect the member under

- (iii) **Notice of Motion given by the National Executive Council.**

"That Rule 30 of the rules and constitution of the Benevolent and Orphan Fund be amended as follows:—

Rule 30 (a) Delete the words '£2,000 respectively' and substitute the words 'for each subsequent £1,000' therefor."

5. PRESIDENT'S ADDRESS.

6. ELECTION OF NATIONAL EXECUTIVE COUNCIL AND HONORARY OFFICERS.

To receive the President's announcement of the result of the ballots.

7. APPOINTMENT OF AUDITORS FOR THE ENSUING YEAR.

Notice of Motion given by the National Executive Council.

"That Messrs. Jackson, Pixley & Co., Chartered Accountants, of 58 Coleman Street, London, E.C.2, be appointed the Association's Auditors for the year 1932, and that a fee of £262 10s. 0d. (Two hundred and sixty-two pounds, ten shillings) be paid to them for such services."

8. SCRUTINEERS.

To appoint scrutineers to record votes during the Conference.

9. TO RECEIVE THE HONORARY TREASURER'S FINANCIAL STATEMENT AND BALANCE SHEET.

10. TO RECEIVE THE REPORT OF THE NATIONAL EXECUTIVE COUNCIL.

11. HOLIDAY CAMP.

- (a) **Notice of Motion given by the North Eastern District Committee.**

"That in view of the success which has attended the Association's Holiday Camp at Croyde Bay, the National Executive Council consider the question of acquiring another camp, or site for a camp, to be run on similar lines, which will be more easy of access for Scottish and Northern members."

(b) **Notice of Motion given by the National Executive Council.**

"That in view of the success which has attended the Association's Holiday Camp at Croyde Bay, the National Executive Council be authorised to acquire (a) a holiday camp, or (b) a site and the erection of a holiday camp thereon, which will be more easy of access for Scottish and Northern members."

12. **ANNUAL CONFERENCE—SECTIONAL MEETINGS**

Notice of Motion given by the Stockport Branch.

"That this Conference is of the opinion that it will be in the best interests of the Local Government Service, from the administrative as well as official point of view, that meetings be held of the different sections of the Service represented at each Conference, and that the National Executive Council be instructed to make the necessary arrangements for the holding of such meetings at the next Conference."

13. **SUPERANNUATION ALLOWANCES AND CONTRIBUTIONS.**

Notice of Motion given by the Wiltshire County Officers' Branch.

"That the National Executive Council be requested to take every possible step with a view to obtaining amendments to the Superannuation Acts that affect Local Government Officers and Servants so that superannuation allowances and superannuation contributions of Local Government Officers be calculated on the gross salary and not on the salary as temporarily reduced on the ground of national economy."

14. **REMUNERATION OF WOMEN.**

Notice of Motion given by the Dundee and District Branch.

"That the National Executive Committee consider the question of the remuneration of Women in the service, and evolve a policy which will tend to prevent Local Authorities substituting women for men, merely because the former are graded lower than the latter."

15. **STAFF SUPERANNUATION FUND.**

Notice of Motion given by the North Western and North Wales District Committee.

"That whereas it is most desirable that the staff of the Nalco Convalescent Home should be admitted to a Superannuation Fund, the Conference authorises the National Executive Council to confer with the Committee of Management of the Nalco Approved Society to consider whether arrangements could be made for the Convalescent Home Staff to become eligible for superannuation, and, if possible, to put such arrangements into force."

16. **AGENDA COMMITTEE FOR CONFERENCE.**

Notice of Motion given by the Yorkshire District Committee.

(a) "That with a view of facilitating the transaction of the business of the Annual Conference of the Association there shall be elected at each Annual Conference a committee to be known as 'the Agenda Committee,' which shall be responsible for the arrangement of the agenda for the next succeeding Annual Conference."

(b) "That the following additions and alterations be made to the rules of the Association :—

1. To insert after the existing Rule 28 the following new rule :—

Agenda Committee :

(a) At each Annual Conference there shall be elected from members nominated by the District Committees a committee of five members, to be known as 'the Agenda Committee,' which shall be responsible for the arrangement of the agenda for the next succeeding Annual Conference ; Provided that such nominations shall be in the hands of the General Secretary not later than March 1 in each year, and that no District Committee shall have power to nominate more than one member for election to this Committee.

Provided also that any casual vacancy in the membership of the Committee shall be filled by the appointment of the candidate not elected at the previous election who received the largest number of votes.

(b) The Agenda Committee, with the President of the Association, and the General Secretary in an advisory capacity, shall meet on the earliest convenient date after the 15th day of April to consider the arrangement of the agenda for the

Annual Conference. The Committee shall exclude from the agenda all motions, and consequential amendments, unless submitted as an amendment of the rules, which are an endorsement of the Association's programme, or of action already taken by the National Executive Council as indicated by the Annual Report of the Council, or which are an instruction to the National Executive Council to take action on a matter already receiving attention and referred to in the Annual Report of the Council ; and, subject to the rules, shall classify motions and amendments and where possible, by agreement with the branches and/or other bodies concerned, arrange for the submission of composite motions and amendments in place of a number of separate motions and amendments having a similar object.

(c) The branch or other body by whom the motion or the amendment has been submitted shall be advised forthwith of any proposal for its exclusion from the agenda or of any proposal to include a motion or amendment in a composite motion or amendment, and shall be entitled to submit any representations thereon to the Agenda Committee.

(d) The Agenda Committee, with the President and the General Secretary in an advisory capacity, shall meet again at the Conference town on the day prior to the opening of the Conference to consider representations submitted regarding their proposals and to prepare the final agenda.

(e) The report of the Agenda Committee, copies of which shall be circulated to the representatives at the opening of the Annual Conference, shall be submitted to the Conference as provided by Rule 28, and in any case where agreement has not been made with the branch or other body concerned regarding any recommendation of the Agenda Committee, such branch or other body shall be entitled to address the Conference thereon.

(f) The expenses incurred by members of the Agenda Committee in attending meetings of the Committee shall be paid out of the funds of the Association in accordance with a scale to be fixed by the National Executive Council.

(g) The provision made by this rule shall not apply to the agenda for any special conference and, subject to the rules, the arrangement of the agenda for any such special conference shall be in the sole discretion of the President.

2. To delete from paragraph (b) of Rule 28 the words 'subject to the proviso that the Chairman may, in his discretion, vary the order of any business specified on the agenda, at any stage of the proceedings,' and to substitute therefor the following words : 'subject to the report of the Agenda Committee as adopted by the Conference.'

3. To vary the order of business as stated in Rule 28 by the insertion after No. 8 :—

9—Report of Agenda Committee.

The items following to be re-numbered accordingly.

(c) That the Agenda Committee for the 1933 Conference be appointed by the N.E.C. from nominations made by District Committees at their annual meetings held in 1932. One nomination only to be allowed from any District Committee."

17. **RULE 4—DEFINITIONS.**

Notice of Motion given by the National Executive Council.

"That Rule 4 of the rules and constitution of the Association be amended as follows :—

RULE 4.—Insert the words, and any whole-time officer paid directly by a board or other authority to which any of the functions of a local authority, together with any of the officers of such local authority, have been transferred by any public or local Act of Parliament' at the end of the definition of Local Government Officer."

18. **RULE 9—SCALE OF SUBSCRIPTIONS.**

(a) Notice of Motion given by the National Executive Council.

"That Rule 9 of the rules and constitution of the Association be amended as follows :—

RULE 9.—Delete the whole rule and substitute the following therefor :—

(a) Members shall pay a monthly subscription, except as provided in Rule 10, based on their total salary and bonus as follows :—

<i>Salary and bonus.</i>	<i>Rate of Subscription.</i>
Not exceeding £52 p.a. ...	5d. per month
Exceeding £52, but not exceeding £120 p.a. ...	10d. "
Exceeding £120, but not exceeding £260 p.a. ...	1s. 3d. "
Exceeding £260, but not exceeding £350 p.a. ...	1s. 8d. "
Exceeding £350, but not exceeding £450 p.a. ...	2s. 1d. "
Exceeding £450 p.a. ...	2s. 6d. "

The basis of a member's subscription for the purposes of this rule shall be his total salary and bonus on the first day of each financial year of the branch ; except in the case of a member joining after that date, when the basis for the then current year shall be his total salary and bonus on the first day of his membership.

Except in the case of a member whose total salary and bonus does not exceed £52 per annum, "salary" for the purposes of this rule shall be deemed to include emoluments.

- (b) Retired members shall pay a subscription of 5s. per annum.
- (c) Honorary members shall not be required to pay any entrance fee or subscriptions unless the Council otherwise direct.
- (d) The branch shall retain thirty-five per cent of the total amount collected in subscriptions during each year."

(b) Notice of Motion given by the West Riding County Officers' Branch.

"That this Conference is of opinion that the present Scale of Subscriptions is inequitable to the younger members of the Association and should be amended."

(c) Notice of Motion given by the Southern District Committee.

"That the scale of subscriptions for membership of the Association be amended as follows :

Not exceeding £52 per annum ...	5d. per month
Exceeding £52, but not exceeding £75 per annum ...	7d. "
Exceeding £75, but not exceeding £120 per annum ...	10d. "
Remainder to stand.	

Except in the case of a member whose total salary and bonus does not exceed £75 per annum, "salary" for the purposes of this scale shall be deemed to include emoluments."

(d) Notice of Motion given by the Isle of Ely Branch.

"That the scale of subscriptions be amended so as to provide that the monthly subscription be 7d. in the case of officers whose salaries exceed £52, but do not exceed £90 per annum, and 10d. in the case of officers whose salaries exceed £90, but do not exceed £120 per annum."

(e) Notice of Motion given by the Barking Branch.

"That, in view of the increased membership of the Association, the National Executive Council be asked to consider and report as to the possibility of increasing the proportion of members' subscriptions to be retained by Branches."

(f) Notice of Motion given by the South Western District Committee.

"That having regard to the extra expenditure incurred by Branches covering large Rural areas, the National Executive Council be asked to increase the percentage amount of subscription retainable by such Branches from 35 per cent. to 40 per cent. and that Rule 9 be amended accordingly."

(g) Notice of Motion given by the Southend-on-Sea Branch.

"That the proportion of the total amount collected in subscriptions retained by Branches shall be increased from 35 per cent. to 40 per cent. and that Rule 9 (a) be amended accordingly."

19. RULE 14—ARREARS.

Notice of Motion given by the Birkenhead Branch.

"That having regard to the existence of Rule 14 (b) and similar rules in the Model Rules for Branches, and also on the grounds of policy and principle, this Conference cannot endorse the ruling communicated to the Birkenhead Branch that proceedings for arrears of subscription should never be taken ; and instructs the National Executive Council to consider on the merits of each case and with some regard to the opinion of the Branch all recommendations which Branches may make for such proceedings ; and if necessary, and so far as valid at law from time to time designate the persons in whose name proceedings authorised may be taken."

20. RULE 19—HONORARY OFFICERS.

Notice of Motion given by the National Executive Council.

"That Rule 19 (b) of the rules and constitution of the Association be amended as follows :—

Rule 19 (b). By the deletion of the words 'and/or a District Committee'."

21. RULE 35—COUNCIL.

Notice of Motion given by the Barking Branch.

"That this Conference is of the opinion that it would be in the best interests of the Association for any member having served on the National Executive Council for three consecutive years to retire for one year before being eligible for further election."

22. RULE 51—REPRESENTATION.

(a) Notice of Motion given by the National Executive Council.

"That Rule 51 of the rules and constitution of the Association be amended as follows :—

RULE 51 (2) (c).—Delete the word 'cast' from line three and insert the words 'in relation to the number of persons who voted' therefor."

(b) Notice of Motion given by the Leeds Branch.

"That the number of elective members of the National Executive Council be increased to thirty, and that the Rules and Constitution be amended accordingly."

23. RULE 55—BRANCHES.

Notice of Motion given by the National Executive Council.

"That Rule 55 of the rules and constitution of the Association be amended as follows :—

RULE 55.—Insert the words 'or board or other authority mentioned in the definition of "Local Government Officer" in Rule 4' after the word 'authorities' in line two."

24. RULE 66—INVESTMENTS.

Notice of Motion given by the National Executive Council.

"That Rule 66 of the rules and constitution of the Association be amended as follows :—

RULE 66.—Insert the words 'or in such shares or on such security of any society registered or deemed to be registered under the Building Societies Acts.'"

25. RULE 66 (a)—LAND.

Notice of Motion given by the National Executive Council.

"That the rules and constitution of the Association be amended as follows :—

RULE 66 (a).—Insert the following new rule at the end of Rule 66 :—

'The Association may, in the names of the Trustees, hold, purchase, or take on lease any land, and may sell, exchange, mortgage, lease, or build upon the same (with power to alter and pull down buildings and again re-build), and a purchaser, assignee, mortgagee or tenant shall not be bound to inquire as to the authority for any sale, exchange, mortgage or lease by the Trustees, and the receipt of the Trustees shall be a discharge for all sums of money arising from or in connection with the sale, exchange, mortgage or lease.'

NATIONAL EXECUTIVE COUNCIL

SUMMARY OF PROCEEDINGS AT THE MARCH MEETING

A MEETING of the Executive Council of the National Association of Local Government Officers was held at headquarters, 24 Abingdon Street, Westminster, on Saturday, March 19, presided over by Sir Arthur P. Johnson. Among those present were:

Messrs. F. Marsden, vice-chairman; S. Lord, president; W. E. Lloyd, hon. treasurer; S. Parker Morris, hon. solicitor (Eng.); W. G. Auger, J. T. Baker, F. R. Finch, A. Pinches, Metropolitan District; T. Freeman, J. E. Gee, J. W. Singleton, W. H. Whinnerad, J. W. Wilkinson, and F. J. Willett, North-western and North Wales District; J. H. Stone, North-eastern District; W. W. Armitage and A. G. Bolton, Yorkshire District; Dr. A. Wotherspoon, West-midland District; A. Denton Ogden, E. N. Scarlett, Eastern District; D. L. Griffiths, South-eastern District; F. A. Gibbs, M. O. McAuliffe, South-western District; G. Llewellyn, Wales District; A. G. M. Archibald, and H. Begg, Scottish District; G. W. Coster, C. A. W. Roberts, and Sir T. Percival, N.P.L.O.A.; Mrs. G. Franks.

There came before the Council a resolution that voting at Annual Conference should be by show of hands, and not by the present "aye" and "nay" method. The Chesterfield Branch in transmitting the motion stated that in its opinion several important amendments were lost or carried which by a show of hands would possibly have been the other way. The Council decided to take no action upon the suggestion.

A report was received that arrangements had been made for accommodation to be available at the Grand Atlantic Hotel for the Conference period at an inclusive charge of 22s. per day. Bed and breakfast terms were available also.

The Parliamentary Representation Special Committee had, it was stated, approached Members of Parliament with the object of securing that they would watch the interests of the Association in Parliament. Several names were before the committee and generally those approached were prepared to assist the Association.

Mr. S. Parker Morris wrote informing the Council of his desire to be released of the Honorary Solicitorship for England, which he has held since 1929. "I find my duties as Town Clerk of Westminster involve me in so many other interests that I am unable to spare the time required. As I do not wish to hold any office unless I am able to carry out the duties effectively, I must let you know that I am afraid I am not in a position to accept nomination for a further year."

Lengthy consideration was given to the nominations made by District Committees for Honorary offices in the Association. Mr. S. Lord and Mr. F. Marsden were nominated for the Presidency. Mr. Lord informed the Executive that willing as he was, if it be the wish of the Association that he should continue for a further year, he was prepared to withdraw his name in favour of that of Mr. Marsden. Mr. Marsden had been long in the service of N.A.L.G.O. and unless elected to the Presidency this year, his retirement would prevent them from offering him the honour another year. The Executive decided to nominate Mr. Marsden for the office, Mr. S. Lord there-upon withdrawing his nomination. The N.E.C. decided to nominate Sir Tom Percival and Mr. C. G. Brown, Town Clerk, Cardiff, for the Vice-presidencies.

The report of the Benevolent and Orphan Fund Committee of Management, as presented, was approved.

FINANCE

The Finance and General Purposes Committee report of the proceedings was brought before the Council by Mr. F. J. WILLETT.

It was reported to the Committee that sixty-five applications for the position of divisional organising secretary were considered, from which a short list of seven candidates for interview by a special sub-committee and the Establishment and General Purposes Sub-committee was prepared. Mr. Thos. M. Kershaw was appointed and placed in Grade C of the Association's Scale of Salaries, at a commencing salary of £400 per annum, subject to a deduction of a 5 per cent contribution to the Staff Superannuation Fund.

Upon the question of a subsistence allowance for delegates attending Conference, twenty-six applications had been received, and the Committee recommended that in all but three cases a contribution of 15s. per day, for a period not exceeding four days, be made.

A report had been considered that it would shortly be necessary to renew the branch registers at the end of this year. Mr. T. Freeman had suggested that a loose-leaf system should be inaugurated, which would provide a separate sheet for each member, each sheet to last for a period of sixteen years. The advantages which Mr. Freeman claimed for the loose-leaf system were that the form used provided for a full historical record of the member; once written up, the form as drafted, would last for sixteen years, and the sheets could be so arranged each year in the register as to agree with the names on the green cards. It was resolved that the principle of providing these registers be approved; that the officers of the Association be instructed to prepare the form of register and submit a proof to each member of this Sub-committee; and that competitive prices for the printing of the form and the provision of loose-leaf binders be obtained.

The Committee had been called upon to consider a report on the question of the admission of the staff of the Institute of Municipal Treasurers and Accountants (Incorporated) to the N.A.L.G.O. Staff Superannuation Fund. The General Secretary had asked Mr. L. E. Clinton, Actuary, to express an opinion on a suggestion and he had stated that provided no separation of the Fund was made, he was of the opinion that the admission of the Staff of the Institute of Municipal Treasurers and Accountants would make for the greater stability of the Superannuation Fund, inasmuch as there would be greater number to allow for the law of averages, upon which all actuarial estimates were based, to operate.

It was accordingly resolved that the Staff of the Institute of Municipal Treasurers and Accountants (Incorporated) be admitted to the Staff Superannuation Fund as from July 1, 1932, and that notice of motion be given in the name of the National Executive Council to the Annual Conference, 1932, amending the governing rules.

The Committee desired to record a hearty vote of thanks to Mr. F. J. Willett and Mr. A. Pinches for their services as chairman and vice-chairman, respectively, of the Committee.

The report of the Finance and General Purposes Committee was approved.

BENEVOLENT AND ORPHAN FUND

Mr. H. S. NEWTON, chairman of the Benevolent and Orphan Fund Committee, laid before the Executive Council, a report of the proceedings of that Committee, held on March 18. With a view to meeting the requirement of the Help Yourself Society in the matter of the distribution of income derived from the sale of *Help Yourself Annuals*, a special Sub-committee appointed by the Executive Council had now reported upon the allocation of such income. It was decided to recommend to the Committee of Management that the whole, or such portion of the net income derived from the sale of *Help Yourself Annuals* be allocated to orphanages, etc., as may be decided by the Committee of Management each year after the income from this source is known, and further, that the Committee make to each District Committee of the Association a grant out of which donations are to be made to voluntary hospitals within the area of the District Committee, the grant to be in accordance with the following scale: Where the total membership in a district was less than 3,000, but more than 1,500 members, 25 guineas; where there was an excess of 1,500 members over and above a complete unit of 3,000 members, 25 guineas.

The Committee suggested that any balance remaining from the proceeds of the sale of the *Help Yourself Annuals* for 1931 should be placed to a Contingencies Fund, to which shall be charged the cost (as far as possible) of the education and maintenance of Orphans not placed in orphanages during the year.

The question of the collection and sale of tin foil had been included within the special committee's terms of reference. While there had been no improvement in the market prices offered for the purchase of tinfoil since quotations were submitted to the Committee of Management in January last, the Committee was prepared to recommend that branches be asked to arrange for the immediate collection of tinfoil and that it be retained by the branches until the market price for its sale improved.

A special Sub-committee reported upon its consideration of the organising of an amateur photographic competition and a cross-word puzzle competition for the benefit of the B. and O. Fund. The Sub-committee had referred the former matter to a committee comprising Messrs. J. Darricotte, C. W. Durlley, and A. V. Kimber, together with the chairman and vice-chairman of the Committee, for consideration and report. It was decided not to recommend the Committee of Management to arrange for a cross-word puzzle competition in aid of the Benevolent and Orphan Fund at the present time.

Since the last meeting of the Committee, January 15, sixty-three life membership fees had been received, making the total number of life members since the inception of the Fund, 5,862.

The Committee desired to place on record its thanks to Mr. H. S. Newton and Mr. M. O. McAuliffe for their services as chairman and vice-chairman, respectively, during the past year.

SERVICE CONDITIONS & ORGANISATION

A report of the meeting of the Service Conditions and Organisation Committee was laid before the Council by MR. J. W. WILKINSON, chairman of the meeting.

The Committee reported that a decision given at its last meeting that the terms of the resolution passed at a meeting of the National Executive Council held on July 7, 1928 (see LOCAL GOVERNMENT SERVICE, February, page 62), be re-affirmed and circulated to branches, was conveyed to the Electrical Power Engineers' Association. That Association had stated that, whilst the action taken met the situation to a certain extent, it could be improved upon if N.A.L.G.O. circulated to all branches a request that when a local guild of the N.A.L.G.O. was making overtures or conducting negotiations on behalf of the staff of a municipal authority it should specifically state that it does not represent the members of the technical staff of the electricity department whose salaries and conditions were governed by the National Joint Board Schedule of Salaries and Conditions of Employment.

It was resolved that a letter be forwarded to the branches, reiterating the policy of the Association and embodying the suggestion of the Electrical Power Engineers' Association.

Information was received to the effect that an Association of Municipal Transport Managers, comprising passenger transport managers, tramways managers, and other officers holding similar positions with other titles, employed by any local authority in England, Scotland, Ireland or Wales, had been formed. The rules of the Association provided that the membership subscription should include the full N.A.L.G.O. subscription of all members who had been accepted as members of any branch of N.A.L.G.O. and the annual subscription to the N.A.L.G.O. Benevolent and Orphan Fund.

At a meeting of the Executive Committee of the Reading and District Branch, a resolution was passed urging the National Executive Council to take such steps as were necessary to secure the inclusion of persons with salaries of over £250 per annum in the National Widows Pension Scheme. In the Committee's considered opinion it was inadvisable to adopt the suggestion of the Reading Branch.

It was reported that the members of the National Executive Council in the North Western and North Wales area had considered the reference from the N.A.L.G.O. Croyde Bay Holiday Camp Sub-committee in regard to holiday homes, and desired to report that after very careful consideration and inquiries, they could not recommend the acquisition of a boarding school or other temporary premises for use as a holiday camp during vacation periods, as the expense with regard to staffing and provision of furniture, etc., for such short periods in the year would be so great as not to promise any chance of financial success.

It was intimated to the committee that the following notice of motion had been given by the N.E. District Committee for consideration at the Annual Conference, 1932:— "That in view of the success which has attended the Association's holiday camp at Croyde Bay, the National Executive Council consider the question of acquiring another

camp, or site for a camp, to be run on similar lines which will be more easy of access for Scottish and Northern members." It was resolved that a recommendation to purchase a holiday camp, or site, be placed on the agenda of the Annual Conference, as a notice of motion in the name of the National Executive Council.

The Organisation and Publicity Sub-committee reported upon the formation of new branches at Durham (R.D.C.) (North Eastern), Morley (Yorkshire), Winchester (Southern), Devon (South Eastern) (South Western), Benfleet (U.D.C.) (Eastern).

Hendon Rural, Neath Rural, Pontardawe and South Devon paid no subscriptions for 1931 and had become moribund. The number of subscribing branches for 1931 was 496, compared with 467 for the previous year. The subscribing membership was 64,672 as compared with 60,983 for the preceding year, an increase of 3,689, and at January 31, 1932, the membership reached 65,944, as compared with 62,264 in the preceding year.

The London County Council had suggested to transferred officers and to their organisations, that they should offer to accept reductions in salaries on grounds of national economy similar to the scale of deductions offered by the L.C.C. Staff Association which operates from January 1, 1932, for fifteen months, viz.: 2½ per cent on the first £250, 5 per cent on salaries between £250 and £500, 7½ per cent on salaries between £500 and £750, 10 per cent on salaries over £750.

Conferences had been held between representatives of the various organisations concerned. At the outset the County Council was informed that it was felt that no deductions were warranted, but after interviews with the Clerk an offer was made, and, later amended. Following an interview with a sub-committee of the Council, intimation was received that it was considered the offer should be brought into line with the scale set out above. A further meeting of representatives of the organisations concerned had been held and it had been decided to adhere to the terms of the offer.

Intimation had been received from the Minister of Health that the rate of Civil Service bonus payable on the basis of an average cost of living figure of 50 would remain in operation for the six months commencing March 1, 1932. Meanwhile the question of the consolidation of Civil Service rates of pay was under discussion through the machinery of the National Whitley Council for the Civil Service.

The Croyde Bay Holiday Camp Sub-committee reported that bookings were coming in freely, particularly about the August Bank Holiday period. Following upon a report on the subject submitted by the General Secretary, the committee resolved that the National Executive Council be recommended to take over the Thrift Section of the Metropolitan District Committee as from May 1 next. The report was approved.

The committee had passed a resolution according a hearty vote of thanks to Messrs. F. Marsden and J. W. Wilkinson for their services as chairman and vice-chairman, respectively, of the committee.

EDUCATION

The report of the Education Committee showed that fourteen applications for exemption from the Association's preliminary examination had been considered since the last meeting of the committee, and that exemption had been granted in every case except two.

Final arrangements had been made for the issue of the syllabus in connection with the proposed Diploma in Public Administration for Glasgow. The fee required had been fixed at £9 per year per student, but an assurance had been obtained that if a larger number of students than is at present anticipated

enrolled for the course, a smaller fee would be charged. It is proposed to commence the diploma course in the autumn of 1932.

A meeting of the members of the Glasgow and neighbouring branches was held on February 15, at which MR. ABBOTT delivered an address upon the Association's educational activities with particular reference to the proposed diploma. About 200 officers were present and considerable interest was shown.

The Committee approved the following arrangement for the Summer School for England and Wales:—The authorities at

Selwyn College had agreed to reduce the fee for college dues from 4 to 3½ guineas for the week. Arrangements had been made for the main lectures to be given by Dr. W. A. Robson, lecturer in public administration at the London School of Economics. Mr. W. E. Bushell, late chief inspector of the Ministry of Health, and Mr. T. S. Simey, lecturer in public administration at the University of Liverpool. The main theme would be *Local Government in the Crisis*. Dr. Robson would commence with a short historical sketch leading up to the present system of local government and would then define the position occupied by local government in the national crisis, showing how it could contribute to the reconstruction of the country. Mr. Bushell would deal with the various forms of public assistance and with the relationship between Whitehall, local authorities and the officials.

The final lectures would be given by Mr. Simey and would deal with the reconstruction of local government and the various problems which confront the authorities. Parliamentary duties permitting, the Minister of Health would open the School.

Arrangements for the Summer School for Scotland were completed along the lines reported at the last meeting of the Education Committee, and the detailed programme was being prepared for early issue.

In connection with the N.A.L.G.O. Correspondence Institution, statistics were presented from which it appeared that for the six months from August 1 to January 31, 421 enrolments had been received as compared with 529 in the corresponding period in the previous year. The income from fees was £2,084 2s. 6d. as compared with £2,390 16s. 5d. It was reported that at the last meeting of the Education Committee a report had been presented that Mr. T. C. Penn, the Rating and Valuation Officer for Woking, had undertaken to prepare an advisory report on the course for the A.R.V.O. examinations.

The report made a number of recommendations for the alteration of certain portions of the course and arrangements were now being made to bring these into effect. The Sub-committee resolved to recommend that inquiries be made for a suitable director of studies for the A.R.V.O. examination courses: that the fees for the course for the A.R.V.O. intermediate examination be raised from £5 5s. to £6 6s., to bring them more into line with the fees charged for other intermediate examination courses, and with the fees for the A.R.V.O. final examination course (£8 8s.).

The Committee had approved a scheme for the reorganisation of the course for the Testamur Examination of the Institution of Municipal and County Engineers. A report was presented on the matter showing that Mr. Edward Willis, the Chief Engineer at Brentford and Chiswick, had agreed to act as Director of Studies for the correspondence Institute's new course on the Testamur. It was also reported that on Mr. Willis' recommendation, Mr. E. O. Danger, Deputy-Engineer, Kensington, Mr. R. G. Narbeth, Deputy-Engineer, Barnet U.D.C., Mr. J. Wolton, Deputy-Engineer, Brentford and Chiswick U.D.C., had agreed to assist the Association by preparing study papers and acting as tutors.

Mr. Willis' duties would be largely advisory, although he had undertaken to prepare a few of the study papers required in the course. The fee to be charged to the student for the course had been fixed at £12 12s. Further, it was decided that no alteration be made in the present arrangement to coach all students who pass their intermediate examination with honours, for the final examination without fees.

The Committee resolved that a hearty vote

of thanks be accorded to Mr. E. W. B. Abbott and Mr. J. Chaston for their services as chairman and vice-chairman, respectively,

of the committee during the past year. The Education Committee's report as a whole was approved.

PROVIDENT SOCIETY

The report of N.A.L.G.O. Provident Society Committee of Management was laid before the National Executive by Mr. W. H. WHINNERAH. A suggestion of one of the branches regarding the possibilities of covering members and their wives against sickness and charges for hospital treatment had been before the Committee when it was resolved to recommend that the question of preparing a group scheme covering hospital benefits be referred to Logomia, together with a recommendation that the branch be advised to make suitable arrangements with a hospital.

It had been considered whether it would not be advisable to suggest to the annual general meeting of the Society, that the number of the Committee of Management be reduced to ten members plus three trustees, and the treasurer, and the Committee had agreed to recommend the amendment of Rule 19 to give effect to the suggestion.

It was reported that the local correspondents of the following branches had qualified in the competition organised in connection with the

1931 membership campaign in respect of new members who paid at least one month's contribution during 1931.

CLASS 1.—The highest percentage of new enrolments based on the Branch membership to be published in the annual report to Weston-super-Mare conference.

Highest percentage increase: F. H. Smeath, Isle of Ely, 26.92; W. W. de Levante, Sevenoaks, 26.67; R. Ralph, Settle, 26.32; R. W. Bainton, Rugby, 20.41; T. A. Thomas, Pembrokeshire, 20.0.

CLASS 2. Highest aggregate number of new enrolments; Highest aggregate increase: R. A. Millar, Glasgow, 60; R. Watson, Manchester, 56; T. E. Brierley, Coventry, 36; T. Nolan, Leeds, 35; H. F. Haskins, Port of London Authority, 33; E. V. Steer, Sheffield, 33.

The Committee desired to place on record its thanks to Mr. W. H. Whinnerah and Mr. W. W. Armitage for their services as chairman and vice-chairman, respectively, of the Committee.

The report was approved.

LAW & PARLIAMENTARY COMMITTEE

The report of the Law and Parliamentary Committee was presented by Mr. PARKER MORRIS, chairman of the committee.

Among cases for legal assistance mentioned in the committee's report was one of a relieving officer who, before his transfer to the Warwickshire County Council, under the Local Government Act, 1929, received from the Guardians an allowance for the provision of office accommodation at his house. After his transfer the County Council stopped the allowance. The officer claimed compensation from the Council, but it refused to award him anything. He thereupon appealed, through the Association, to the Minister of Health, and as a result was awarded a compensation allowance at the rate of £15 6s. a year. In respect of his office of collector the officer was remunerated by commission on the amounts collected by him. During the year ended March 31, 1931, the amount of commission earned exceeded the amount for the previous twelve months. The County Accountant wrote saying that as there had been an increase in his total remuneration the compensation allowance of £15 6s. would be suspended, having regard to the provisions of paragraph 14 of the Eighth Schedule to the Local Government Act, 1929. He was advised by the Association that the County Council was not entitled to suspend payment of any part of the compensation allowance. The Ministry of Health was approached and similar advice was received. The County Council was adamant, however, and the Association instructed a solicitor to apply to the County Council for the amount due, and to commence legal proceedings if payment was withheld. As a result, the County Accountant had forwarded the amount of his compensation to date.

At previous meetings of the committee, reports were submitted on the negotiations which had taken place between the Association in the first place with the Edinburgh Corporation and latterly with the Scottish Office, with the object of obtaining amendments of the provisions in the Order relating to the transfer and compensation of Registrars of Births and Deaths in the City of Edinburgh. A final settlement had now been reached, and although the Association had not obtained all the amendments it asked for, most of the points which it put forward had been met.

The Association had submitted to the promoters of the Bury Corporation Bill, certain amendments of the compensation provisions, an amendment to preserve the superannuation rights of officers transferred to the Corporation,

and an amendment to provide for the payment of compensation to any officers who might suffer a loss of office or emoluments in consequence of the abandonment of tramways and the substitution of omnibuses. The promoters had accepted the first two, but, as happened in connection with the Brighton Bill last year, rejected the compensation clause on the ground that the abandonment of tramways could be effected without any further legislation, and, also, there was no precedent in any other Private Bill for the provision of compensation in such circumstances. The Association had obtained a letter from the Town Clerk of Bury, in which it was stated that, while the Corporation was not prepared to agree to the insertion of the provision, he was authorised to give an assurance that in the event of officers or servants being affected by the operation of the clause, the Corporation could be relied upon to treat any such officers and servants fairly and with consideration.

Thirty members in the House of Commons had signified their willingness, should they be successful in the ballot for Private Members' Bills, to introduce a Bill regarding service conditions of Local Government officers. However, on February 3, the House passed a motion allowing the Government to take the whole of the time during the present Session for Government business, with the result that the usual ballot for Private Members' Bills did not take place.

At the last meeting of the committee it was resolved that authority be given for the Association's Parliamentary Agents to draft a Bill to preserve the pension rights of Local Government officers whose salaries or wages were temporarily reduced on the ground of national economy, and that such Bill provide for both the superannuation allowance and the superannuation contributions to be calculated on the normal salary before any deduction was made on the ground of national economy. Further, that the General Secretary be requested to seek an interview with Sir Arthur Robinson, the Secretary of the Ministry of Health, and that the Association of Municipal Corporations and the County Councils' Association also be approached with the object of inducing the Ministry to promote a Bill on the lines referred to. A Bill had been drafted but the General Secretary had not thought it necessary to seek an interview with Sir Arthur Robinson, because, from inquiries which had been made at the Ministry, there was reason to believe that the Government was likely to introduce a Bill dealing with this question.

Heston and Isleworth Incorporation Scheme contained a provision that "in case any officer of the District Council who was employed by such Council immediately before the date of the confirmation of this Scheme, and who shall have been employed by such Council for a period of not less than five years, shall not be employed by the Council of the Borough or offered by that Council a position in their employ of a similar character and of an equal value to that formerly held by him, he shall be entitled to be paid compensation for the loss of his position and the amount to be paid in each case shall be determined having regard to the conditions and circumstances mentioned in the Eighth Schedule to the Local Government Act, 1929." The Association submitted to the Privy Council and the District Council an amendment to substitute one year for five years in the above provision, but it was regretted that the Privy Council had refused to accept the amendment.

It was further reported that information was being obtained from the various Urban District Councils who had made, or were about to make application to the Privy Council for the grant of a Charter of Incorporation as to what officers there were in the service of such Councils, who, although they had had considerable periods of service under other local authorities, had not yet been in the service of their present Council for five years or more.

Following re-arrangements of County Districts which had been made by an Order made by the Minister of Health under Section 46 of the Local Government Act, 1929, alterations of Assessment Areas in Warwickshire were to be made by a scheme under Sub-Section (8) of Section 16 of the Rating and Valuation Act, 1925. The Association had obtained a copy of the scheme, which had been submitted to the Minister of Health for his approval. A letter sent by the Association to the Ministry noted that the scheme made no provision for the compensation of officers who may suffer a loss in consequence. It appeared to be very likely that certain of the officers of the Assessment Committees whose areas were to be reduced would suffer a reduction of salary, and, under the circumstances, it was requested that the Ministry would insist on the insertion in the scheme of compensation provisions similar to those contained in Orders made under Section 46 of the Local Government Act, 1929.

The committee desired to place on record its thanks to Mr. Parker Morris and Mr. D. L. Griffiths for their services as chairman and vice-chairman, respectively, during the past year.

The report of the Law and Parliamentary Committee was approved.

TRANSFERRED OFFICERS

The National Executive Council received a report of the proceedings of the Poor Law Transferred Officers' Committee, held the day previously, Sir Tom Percival presiding.

Relative to the reductions of salaries and emoluments of Poor Law officers transferred to the South Shields County Borough Council under the Local Government Act, 1929, the South Shields Branch had been informed that in the opinion of the committee no good purpose would be served in opposing on behalf of the transferred Poor Law officers at Harton Institution the new practice in regard to the issue of rations to officers at that Institution. A deputation consisting of Sir Tom Percival and Mr. Coster (Mr. Roberts was unable to attend) attended at the Ministry of Health on January 19, 1932, to urge the Minister not to take any steps which would in any way assist the South Shields Public Assistance Committee in enforcing the excessive reductions of salary in the case of those officers whose appointments could not be terminated except with the consent of the Minister.

The D.O.S. had reported that there was intense feeling against the proposed dietary scale, and that it had been suggested to him

that if the Association was not prepared to carry this matter through to an issue, the officers in the Institution would themselves pay the costs of obtaining Counsel's opinion. In view of this, the chairman of the Law and Parliamentary Committee had given authority for Counsel's opinion to be obtained on the question whether, having regard to the provisions of Section 121 (1) of the Local Government Act, 1929, the South Shields Public Assistance Committee had power to alter the conditions as regards the provision of meals for transferred Poor Law officers.

The officials at the Ministry who received the deputation would not commit themselves, but the deputation came away with the feeling that the Ministry would not be likely to do anything to assist the Corporation. In a later report the Divisional Organising Secretary stated that he had addressed the Council in Committee to protest against a recommendation of the Finance Committee that a scale of deductions should be put into operation for the whole of the Corporation staff, as apart from the Public Assistance Department. Under £150, Nil. £151-£250, 2½ per cent. £251-£500, 5 per cent. £501-£1,000, 7½ per cent.

The recommendation of the Finance Committee was defeated, and no reductions, therefore, were agreed upon. The result of this vote will effectually give the "knock-out" to the recommendations of the Public Assistance Committee.

It was further reported that the Association's solicitors had received a letter from the Town Clerk of Rochdale in which the view was advanced that none of the transferred officers whose salaries had been reduced for reasons other than those specified in Section 123(3)(b) were entitled to compensation.

To that contention the Association's solicitors had replied reiterating the claims of the Association. It was clear from the case quoted by the Corporation (Rowell v. Metropolitan Water Board, 79J.P.267) that a transferred officer was entitled to receive the same rate of pay as he received from the authority from whom he was transferred, until the Corporation gave him proper legal notice determining his service. The officers do not agree to the reductions, no notice to determine their respective appointments had been given, and in some cases the appointment could not be determined otherwise than with the consent of the Minister of Health.

In accordance with the instructions of the committee at its last meeting, a letter was sent to the Ministry of Labour, urging that it was equitable that the officers of the Public Assistance Departments of County Councils and County Borough Councils who had been called upon to do the additional work imposed on them by the institution of a means test in connection with the payment of transitional benefit should be remunerated for that work, and requesting the Ministry to call the attention of the County Councils and County Borough Councils to the need for recognising that work by giving additional remuneration to the officers concerned. It was understood that in discussions on this matter between officers of the Ministry and officers on the Public Assistance staff in some areas, an indication had already been given that the Ministry would favourably consider the making of payments to the permanent staff, but as a matter of principle was involved which concerned officers throughout the country, the Association thought it would be of great assistance if the Ministry would issue a general circular indicating that any reasonable application submitted by County Councils and County Borough Councils for the payment of additional remuneration to their staff would receive favourable consideration. The Ministry's reply was awaited.

It was reported that the Registrar-General had issued a Memorandum (G.R.O. No. 1/1932) in which attention was called to the practical considerations to which County Councils and County Borough Councils will need to have regard in the formulation of schemes under Section 24 of the Local Government Act, 1929, and a series of model provisions was offered for their assistance in preparing the framework of their schemes.

The committee instructed the General Secretary to send a letter to the Registrar-General expressing the Association's appreciation of what he has already done in G.R.O. No. 1/1932 to safeguard the interests of Registration Officers, and asking him to see that in all schemes made under Section 24 of the Local Government Act, 1929, a provision be inserted to ensure that even a whole-time salaried Registration Officer should not be transferred from one district to another without the fullest consideration being given to the wishes of the officer concerned.

A deputation, consisting of members of the Advisory Sub-Committee of the Metropolitan District Committee, had advocated the limitation and extension of the eligibility for membership of transferred officers within the Association.

It was resolved: That the National Executive Council be recommended to adhere to the list of classes of ex-Poor Law officers regarded as eligible for membership, previously circulated as a minimum basis; that the Metropolitan District Committee be informed of the reasons for the issue of that list and that it was considered important to take no step which would fetter the branches in the exercise of their discretion which they had in regard to the acceptance into membership of the Association.

It was resolved that a hearty vote of thanks be accorded to Sir Tom Percival and Mr. G. W. Coster for their services as chairman and vice-chairman, respectively, of the committee.

The report of the Poor Law Transferred Officers' Committee was approved.

N.A.L.G.O. BUILDING SOCIETY

Draft rules for the formation of a N.A.L.G.O. Building Society having been before the Mortgages Committee of the N.E.C., when it was resolved that the draft rules be recommended to the annual conference for approval.

LOGOMIA

At a meeting of the Board of Management of the LOGOMIA, on March 4, a report of the proceedings of which was before the N.E.C. on Saturday last, it was reported that there was no legal difficulty in providing for life assurance premiums to be increased by 5 per cent. in respect of those policyholders who ceased to be members of the N.A.L.G.O., although eligible to continue. The board approved the necessary alteration in the Association's policies.

No action was taken in regard to a letter from the local correspondent of the Glamorgan C.C. Branch of N.A.L.G.O., enquiring whether the Association was prepared to quote an additional premium in order that a policyholder, on ceasing to hold office owing to his having become incapable from permanent ill-health or infirmity of mind or body, of discharging the duties of his office, would be relieved of paying any further premiums.

GRAMOPHONE NOTES

Master Iwan Davies, the choirboy who recently sang before the King and Queen in the White Drawing Room at Buckingham Palace, has recorded two solos for "His Master's Voice." He is heard in "Oh, had I Jubal's lyre," from *Joshua*, and "Come Unto Him," from *The Messiah*, both being accompanied by the grand organ. "Oh, had I Jubal's lyre" was one of the songs he sang for their Majesties. Master Davies is the youngest son of Mr. D. Davies, of Panteg-Cross, near Llandyssul, Cardiganshire, and he was discovered by Professor Edward Morgan who heard him sing at a small social gathering. The boy is a double National Eisteddfod winner, was the champion soloist at last year's competition in Westminster Hall, has won fifty-two challenge trophies and more than two hundred cash prizes. He is the soloist at All Souls' Church, Langham Place, W.

SCHOLARSHIPS SPECIAL COMMITTEE

A SPECIAL Committee of the N.E.C. appointed to consider the question of assisting officers to obtain the requisite qualifications to enable them to rise to the highest posts in the service, but not to include the cost of examination and tuition fees, had prepared a scheme for the provision of Scholarships to members of N.A.L.G.O.

The report observes that officers holding higher posts in the service are required to have certain professional, technical and administrative qualifications, some of which could be attained without serious difficulties either of a practical or financial character. Others, however, could only be acquired after service under articles or by attendance at Universities during ordinary office hours. As a first step, the Committee considered that a booklet should be prepared, comprehensively setting out the qualifications which must be acquired and how they could be attained, and that, in compiling this publication, the co-operation and assistance of the various technical and professional organisations affected should be sought. When such a booklet was published it would be possible to ascertain in respect of all departments what were the difficulties which had to be surmounted by local government officers who were anxious to acquire the essential qualifications necessary for them to qualify for the senior posts of the service, and the committee would then be in a position to overcome such difficulties.

The committee had been directed to prepare a scheme for the provision of scholarships for members of the Association. For many years the Association had been extending its educational policy with a view to providing the best facilities at a reasonable cost for enabling officers to continue their education after entry into the service, and to acquire the qualifications essential for promotion. This policy had met with general approval and was one of the most important planks in the objects of the association.

The time had come for a considerable extension of the existing scholarship scheme. The committee thought the simplest method would be to hold a general educational examination of the standard of matriculation or of the Intermediate Arts or Science degrees, and to award annually a number of scholarships to the best candidates in such examination. This would mean a special examination which would have no inherent merit beyond testing the capacity of the candidates and would not attract the most promising members of the service to enter. Hence the proposal was not proceeded with.

It was suggested that six exhibitions be offered annually on the results of the Intermediate examinations of the following Professional and Technical bodies whose examinations were largely taken by local government officers: National Association of Local Government Officers; Institute of Municipal Treasurers and Accountants; Incorporated Association of Rating and Valuation Officers; Incorporated Society of Accountants and Auditors; Law Society; Chartered Institute of Secretaries.

The committee suggests that fourteen scholarships should be offered on the results of the Final examinations of the following bodies: The examinations previously mentioned; Board of Trade (Inspectors of Weights and Measures); Institution of Municipal and County Engineers; Library Association; Poor Law Examinations Board (Relieving Officers and Institution Officers); Poor Law Diploma for Scotland; Sanitary Inspectors' Examination Board (London); Sanitary Association of Scotland.

The scheme as outlined would cost about £660 a year.

Upon the motion of Mr. Parker Morris, the National Executive Council approved in principle the foregoing scheme, the committee being authorised to confer with the various professional and technical Associations with a view to seeking their co-operation.

READERS' NOTES

By JACOB TONSON

WHAT would be the verdict of an early Victorian endeavouring to arrive at an estimate of the social state of our country in the late 1920's through the medium of modern fiction? On a majority vote he would be compelled to class us as morbid, sordid, depressingly sombre, lovers of crime and vice—relieved by an occasional smile. Examples of both types are given in these notes.

Miner, by F. C. Boden (Dent, 6s.), appears to have been written with a purpose, and achieves it. Some of the newspaper criticism of the book is not just. It is a graphic, but sombre piece of writing, depicting the gloomy existence of a mining community in the Chesterfield district. The fears of the mother when her only boy expresses his determination to become a miner because he will get more money than in other available occupations for boys. The reader is acquainted with the home life and work of the miner: the struggle to make ends meet, short time, the dole, the strike, the pit explosion, his loves, hates, and passions. The author (himself a miner) has already published two books of poems on the same theme. The subject is not one upon which it is possible to display the lighter and more pleasing graces, but the writing is good and the picture true.

L. A. G. Strong's *The Brothers* (Gollancz, 7s. 6d.) is not for the sensitive or weak-minded: it is strong meat indeed. A family of fishermen, strong-willed, strong-minded, and iron-limbed; the father ruling with a rod of iron his wife, sons, and maid, they do not stick even at murder to "preserve the honour" of the family name. Illicit whisky distilling in caves on the treacherous coast leads to an early thrill in the "putting away" of an informer. He is caught, taken in boat, cork floats are fastened to him, on his head is placed a yachting cap to which a fresh silvery herring has been attached, and put in the water of the loch. The current carries him seaward, and he adds to the weirdness of the scene by singing as he floats to the slow, lingering death

awaiting him. Suddenly the murderers' intent is changed. "High above the loch heading in from the sea flew a solan goose." The great bird espies the herring gleaming on the informer's head. It checks its flight drops like a stone upon its prey, the iron beak piercing the man's brain; the two could not be separated. They are weighted and sink together.

For particulars of the Sir Arthur Robinson Essay Competition in connection with the Summer School please see page 386 of the March issue of the "LOCAL GOVERNMENT SERVICE."

An announcement of the Sister-Tutor Scholarship is made on page 416.

The feud between the Macraes and the MacFarishes leads to some terrible scenes. The chief power of the book is the delineation of the characters of the two iron-willed brothers. There is a graphic description of the rowing test to settle a feud and of a fight with a huge conger eel, but it would be unfair to divulge the end. In its portrayal of the results of illicit human passion it is as relentless as the treatment of the betrayer of the illicit stills.

* * *

Let me suggest as an anodyne *Tramping through Wales*, by J. C. Moore (Dent, 6s.).

CHESHIRE COUNTY COUNCIL

APPOINTMENT OF ADDITIONAL ASSISTANT COMMITTEE CLERK

APPLICATIONS are invited for the Appointment of an ADDITIONAL ASSISTANT COMMITTEE CLERK from qualified Applicants not exceeding 40 years of age.

The salary will be £370 per annum rising by Annual increments of £15 to £400 per annum.

Further particulars of the duties, terms, and conditions of Appointment can be obtained on Application to the undersigned.

Applications must be sent in to me not later than the 23rd April next.

GEOFFREY C. SCRIMGEOUR,
Clerk of the County Council.
County Offices, Northgate Street,
March, 1932. Ches:er.

It is a personal narrative of his actual experiences and may be compared with Morton's *In Search of England*. Quite a companionable book for fireside tramping.

Martin Armstrong's *Mr. Darby* (Gollancz, 8s. 6d.) is the proof of my statement that an occasional book appears depicting social life apart from sex and sordidness. Mr. Darby is managing clerk to a firm of architects, and we meet him on the anniversary of his fiftieth year prepared to go home to the very small dinner party called to celebrate the auspicious occasion. Thoroughly unsophisticated, rather more than a little affected by the unaccustomed consumption of champagne, his speech in reply to the toast of his health is not too coherent, particularly in his pronunciation of "quinquagenarians," but having at last successfully dispossessed himself of this awkward but telling term, "thenceforward things went without a hitch. He swung his listeners to heights undreamt of by George Stedman, held them there on pinnacles of an almost unearthly eloquence; then plunged them suddenly into dramatic silences, from which, when all hope seemed lost, he calmly rescued them to set them down on the comfortable levels of the commonplace." Through it all there is a sparkle of wit and unadulterated happiness. Though the book is only just published, there is not a paragraph of sex psychology in it. Have I not forgotten the chief character? The full title is *The Romantic Adventures of Mr. Darby and Sarah, his Wife*. Sarah is a delightful example of perfect English matronliness. You should meet this pleasant couple and their friends. The Victorian named in my first paragraph would find this book quite refreshing.

* * *

My selection of other recent fiction is Stacey Aumonier's *Little Windows*, L. Golding's *Magnolia Street*, N. R. Smith's *The Mother*, Virginia Woolf's *The Waves*, and F. E. M. Young's *Four Seasons*. If you desire some pungent criticism of modern fiction read *Facts of Fiction*, by N. Collins (Gollancz, 10s. 6d.). It is caustic in its criticism of the manner, matter, and method of many modern novelists.

NALGO APPROVED SOCIETY

FOR

THE BEST BENEFITS AND THE MOST CONSIDERATE TREATMENT, SICKNESS, DISABLEMENT AND MATERNITY BENEFITS, DENTAL, OPTICAL, HOSPITAL AND CONVALESCENT HOME TREATMENT. SURGICAL APPLIANCES.

WIDOWS', ORPHANS' AND OLD AGE PENSIONS.

Membership 19,300

24 ABINGDON STREET,
WESTMINSTER, S.W.1

Funds £200,000

WHERE N.A.L.G.O. MEETS

WESTON - SUPER - MARE, the scene of the Fifteenth Conference of the National Association of Local Government Officers since its re-organisation in 1918, and the Twenty-sixth Annual Meeting of that body, is a flourishing seaside resort on the eastern shore of the Bristol Channel. Its residential population—according to the preliminary census figures of 1931—is rather more than 28,500, but in summer, so popular is Weston-super-Mare in a good season, that number exceeds 80,000.

The favour in which Weston-super-Mare is regarded by the thousands who pour into that town between April and October depends on active enterprise. In this case the credit, for the most part, must be given to the Town Council. Among the pleasure towns around our coast, not many show clearer perception of the holiday-makers' requirements. It is by the provision of open spaces and its improvements on the fore-shore and the promenade that the Town Council has succeeded in making Weston-super-Mare the most extensive seaside and health resort between Land's End and Lancashire.

The public gardens at Weston-super-Mare have long been famous as a capital example of ornamental gardening suitable for the mild climate of the south, tempered by the storms which come from the Atlantic. It would be interesting to know, were it possible to ascertain, in what degree the rateable value of Weston has really been affected by the amenities which the Council has added to the town. According to the latest figures, the reduced rateable value of Weston-super-Mare is nearly £324,000, and it is creditable that the Town Council has been able to achieve so much with a rate charge which, for the current year, does not exceed 9s. 6d.

in the pound. As already suggested, this comparatively low figure is certainly not due to want of action. The water supply is controlled by the Council, which also maintains an attractive pavilion, where concerts are held, a theatre and baths on Knightstone Island, markets, a well stored free library, besides its work on the normal fundamental services, such as the control of markets, abattoirs, infectious diseases hospital, and a fire brigade.

Of even greater moment to most of its visitors than its parks and open spaces, the sea-front has received much attention from the Council, happily because that authority enjoys the exercise of undisputed rights over the fore-shore. A marine lake of seven acres is a source of unalloyed delight, and it is not improbable that no other sheet of water equal in area provides so much pleasure for the children of south-western England and

their elders. In short, the many hundred delegates to the N.A.L.G.O. Conference will find their convenience and their pleasure well supported by the sound performance of a local authority's work extending over many years.

The arrangements now being made by the local branch of N.A.L.G.O. are excellently well in hand, and there is every reason to believe that the provisions for accommodation and hospitality will work with all the ease which has marked the recent conferences of N.A.L.G.O. Every assistance, it may be added, is forthcoming from Mr. Geoffrey Knowles, LL.B., Clerk and Solicitor, and the other chief officers of the Weston-super-Mare Urban District Council.

Delegates are urgently requested to send in to Weston-super-Mare, as soon as possible, the form on which they are asked to state the excursions they will take.



THE PARADE, WESTON-SUPER-MARE.

SCOTTISH NOTES

By the D.O.S.

THE time for lodging claims for compensation under the Local Government (Scotland) Act, 1929, expires in May, next. Under the Rating Act of 1926, two or three officers lost their compensation merely through delay in lodging their claims. When appeals were made to the Secretary for Scotland to waive the time for lodging of the claim, he refused to entertain them.

GLASGOW

We are in a position to report the decision of Glasgow Corporation on the question of salary cuts. The recommendations of the Conditions of Service Committee were adopted by the Corporation at a meeting last month, and the cuts took effect as from March 1. Before making the cuts on the Graded Staffs, the full bonus or working margin was merged into salary, the deduction of one-fifteenth of bonus made some time ago having been restored. From the salary thus consolidated, deductions were made on the following scale: On salaries up to £130, no cut; on salaries from £131 to £500, 5 per cent; on salaries above £500, 7½ per cent.

At the Branch Executive meeting held on February 29, an irregularity was pointed out

as to the date from which the cut should operate. In some departments certain members of the staff who were paid weekly were cut on salary due for the last few days of February. The Association wrote to the Corporation on the subject and had the matter rectified. All things considered, we think the Association made the best bargain possible, and this appears to be the general feeling amongst our Glasgow members.

EDINBURGH

In connection with the Edinburgh salary cuts, several individual cases have arisen and most have been quite satisfactorily adjusted. The branch has also been dealing with the question of holidays, and the D.O.S. has been canvassing opinion on the subject. At the last meeting of the Executive of the branch a remit was made to a committee to draw up a scheme which would provide for holidays being adjusted according to length of service and position in the grade.

DUNDEE

On March 11, the branch executive heard a report by the D.O.S. regarding interviews with the Lord Provost's Committee on the question of salary cuts on the technical staffs. Cuts in respect of the Sanitary Inspector's staffs had been made to operate as from December 15, while the minute recommending the cuts was

not confirmed until a fortnight later. The Lord Provost had assured him at the committee meeting in December, that the cuts would not be made retrospective, but he had explained at a subsequent interview that he had meant by this that they would not be made retrospective to October. The Executive instructed the D.O.S. to write to the Corporation in protest.

KILMARNOCK

Kilmarnock T.C. has decided to cut the salaries of the officials and staffs as from May next, according to the following scale: Up to £130, no cut; on the portion of salary between £131 and £300, 3½ per cent; on the portion of salary above £300, 7½ per cent. Some of the officials are questioning the legality of the cuts, and the D.O.S. has had interviews with the Department of Health on the subject.

PERTH

A large company gathered in York House at the annual whist drive and dance of Perth branch, held on February 25. Mr. Walmesley, who presided at the dinner, took occasion to welcome the guests of the evening, including Treasurer Nimmo, Mr. A. M. Imrie, the president, and Mr. D. M. Mudie, the secretary of Dundee branch, and Mr. J. M. Mortimer, the D.O.S. All present voted the function a great success.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET, WESTMINSTER,
S.W.1.

WESTON-SUPER-MARE CONFERENCE, 1932

DRAFT DAILY PROGRAMME

FRIDAY, MAY 13.

- 10.0 a.m. Annual Golf Tournament, Weston-super-Mare Golf Club Course.
10.0 a.m. Annual Tennis Tournament, Winter Gardens Courts.
2.30 p.m. Annual Bowling Match, Victoria Bowling Green.



CASABLANCA - PLACE DE FRANCE

Casablanca (Morocco) is one of the ports of call during the N.A.L.G.O. Annual Sea Cruise.

- 7.30 p.m. Reception by the Chairman of the Weston-super-Mare Urban District Council, Knightstone Pavilion.
Dancing, cabaret. Carriages 1 a.m.

SATURDAY, MAY 14.

- 9.30 a.m. Opening of Conference.
12.30 p.m. Adjournment of Conference.
12.45 p.m. Luncheon given by the National Executive Council to the Local Conference Council at Grand Atlantic Hotel.
2.30 p.m. Resumption of Conference.
4.15 p.m. Adjournment of Conference.
4.30 p.m. Annual General Meeting of Logoma, Knightstone Pavilion.
6.0 p.m. Mystery Tour by Motor Coach from Winter Gardens Pavilion.

SUNDAY, MAY 15.

- 10.30 a.m. Assemble at Town Hall and proceed to the Parish Church (St. John's) for Divine Service at 11.0 a.m.
2.30 p.m. Circular Tour by Motor Coach from Winter Gardens Pavilion.

MONDAY, MAY 16.

- 9.0 a.m. Annual General Meeting of the N.A.L.G.O. Provident Society at the Town Hall.
10.0 a.m. Resumption of Conference, Knightstone Pavilion.
12.30 p.m. Adjournment of Conference.
12.45 p.m. Conference Photograph on ground adjoining left-wing of Knightstone Pavilion.
2.30 p.m. Resumption of Conference. National Executive Council meeting at the Grand Atlantic Hotel at conclusion of Conference.

8.30 p.m. Dance at Knightstone Pavilion. Evening Dress optional. Carriages 2 a.m.

TUESDAY, MAY 17.

- 9.0 a.m. Day Tour by Motor Coach from Winter Gardens Pavilion.
2.30 p.m. Half-day Tour from Winter Gardens Pavilion.

DATES TO REMEMBER

- April 1. Report of the N.E.C. to be issued to representatives with Agenda.
15. Amendments to motions in Conference Agenda to be received by Headquarters by 5 p.m.
15. Voting Papers for N.E.C. to be in hands of branch secretaries.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: October, 45; November, 46; December, 48; January, 47; February, 47; March, 46. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	JAN.	FEB.	MAR.
Food	32	31	29
Rent	54	54	54
Clothing ..	90	90	90
Fuel and Light	75	75	75
Other Items ..	75	75	75

The Ministry of Health, by Circular No. 1255, addressed to local authorities on March 7, 1932, intimated that the rate of Civil Service Bonus payable on the basis of an average cost of living figure of 50 would remain in operation for the six months from March 1 to August 31, 1932.

BALTIC CRUISES

A leaflet giving particulars of special arrangements in connection with bookings for cruises to the Baltic, via Kiel Canal, by the Anglo-Baltic Line, has been issued to branch secretaries. Copies can be obtained from branch secretaries on application to Headquarters. A deposit of £1 will secure a berth.

SUMMER SCHOOLS ENGLAND

THE N.A.L.G.O. Summer School for England and Wales will be held at Selwyn College, Cambridge, from July 2 to 9. The total cost to the student is 10s. 6d., for the registration fees (in the case of members) and 2½ guineas for college dues. In addition there will be out-of-pocket and travelling expenses.

The detailed syllabus will be issued during April, from which it will be seen that the theme running through the lectures is "Local Government in the Crisis." There will be three main lecturers, Dr. W. A. Robson of the London School of Economics, Mr. W. E. Bushell, late Chief Inspector of the Ministry of Health, and Mr. T. S. Simey, of the Liverpool University.

SCOTLAND

The syllabus for the Summer School has now been issued, and those at all interested should ask their branch secretary for a copy. As already intimated, the school is to be held at St. Andrews University for the week beginning, Saturday, July 16. Those attending will be accommodated at St. Salvador's Hall and Residence, and will enjoy all the comforts of a first-class hotel at a moderate charge. The Earl of Elgin is to open the school at an inaugural dinner, and the lectures are to be delivered by Dr. Drummond Shiels, M.C., Mr. James Cunison, M.A., Lecturer in Economics at Glasgow University; and Mr. J. D. Imrie, M.A., B.Com., City Chamberlain of Edinburgh. After-dinner talks will be given on four successive evenings.

Sports competitions will be held and those attending can depend on a very enjoyable and instructive week's stay in the old grey city of St. Andrews.

**HAVE YOU GOT YOUR
COPY OF N.A.L.G.O.
HOLIDAY GUIDE ?**

SISTER-TUTOR SCHOLARSHIP

The National Association of Local Government Officers offers a Sister-Tutor Scholarship in 1932 of £150, tenable at King's College for Women, University of London, for one year.

The Scholarship is open to trained nurses who have been members of N.A.L.G.O. since January 1, 1931. The successful candidate will commence her training in October. Candidates will be required to take the special examination held by the College of Nursing on May 21, 1932 (see 55).

Forms of application and further particulars may be obtained from the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, and must be returned before April 27, 1932.

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

at the forthcoming conference to be held at Whitsuntide at Weston-super-Mare the Association will lose Sir Arthur Johnson's services as an office-bearer, but it can never lose its affection for him. His memory will remain green for ever. N.A.L.G.O. never forgets those who serve it well, a fact confirmed by the reception given to Sir Herbert Blain, the founder of the Association, when he rose to speak. It was right that the president on this auspicious occasion should be Mr. Samuel Lord, because he also has been associated with N.A.L.G.O. from its very inception. It would be difficult to imagine anything more graceful and inspiring than the words which fell from the president's lips in proposing the toast of the guest of the evening. Beside the representatives of many branches from all quarters of the kingdom, the gathering included distinguished representatives of the Church, the Parliamentary Bar, various professions, music, and principal Ministries of the Government. Lady Johnson and her daughters must have shared the exhilaration of the wonderful tribute that was paid to N.A.L.G.O.'s immediate past-president.

engineering profession that so distinguished a member of that section of the service should be elevated to the leadership of N.A.L.G.O.

CONSOLIDATE THE LAW

WITH lively anticipation local government officers await the report of Lord Chelmsford's committee on the Consolidation of the Law of Local Government. Many years have passed since Sir James Fitzjames Stephen enlarged on the chaotic state of the administrative law of England, though in his day confusion was mild compared with the complex character of the many Acts and the innumerable Statutory Rules and Orders which have come into being since the critic of constitutional government reviewed the case for centralised control. Every student of constitutional practice from Bagehot to Laski refers to the waste and loss in efficiency derived from the fact that the law on any particular phase of local government is generally to be found, not in any one enactment only, but in several. In the *Municipal Journal* of March 25, a leading article calls attention to the various sources to which the analyst, the inspector, and the medical officer of health must refer when there is a question as to the discharge of the powers conferred by the Foods and Drugs Acts. That example is sufficient for our purpose here, though it could be multiplied in many ways. The local government officer owes allegiance to several Ministries, each representing a department of Government which competes for the officer's attention and conformity. His judgment must be formed on enactments which Parliament has passed at various times, in differing moods, and without regard to the opinions which Members of an earlier House of Commons or Governments of another party complexion, may have then deemed wholly desirable at the time. How far would the manufacture of the law be reformed by a Committee of Parliament, with no other task than to co-ordinate the legislation proposed with the statutes which already encumber or adorn the Statute Book? That question has been raised by many competent foreign critics of our mode of government. If Lord Chelmsford's Committee propose that course or another calculated to secure the same end, it is probable that the life of the local government officer would be less harassed than it is now. By those who study the science and arts of government—in the nature of mankind but a very few only—attention has barely yet been given to the part which serenity of mind performs in avoiding friction in the State. Than this no more pregnant consideration can arise in the practical aspects of administration. The wonder is not that the chief departmental officer's judgment fails on rare occasions, but that in face of the vast intègument of unrelated law and political obligation which frustrates his path, he should ever arrive at a sound opinion.

APRIL

1932

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THE CONFERENCE

WHITSUNTIDE comes early this year, and by the time the next issue of this journal is received by members the arrangements for the conference at Weston-super-Mare will be almost completed. It is necessary, therefore, to appeal now to those who are delegated to attend the annual conference to respond at once to the invitation to fill in the requisition for accommodation at the various functions. Many and diverse arrangements have to be made for a conference of the size of N.A.L.G.O., and it is only fair to those who carry out the local arrangements that they should have prompt replies to their communications.

MR. FRED MARSDEN

THE National Executive Council decided to submit to the conference the name of Mr. Fred Marsden, City Engineer and Surveyor of Bradford, as the next president of the Association. This nomination has the full support of Mr. Lord and the immediate past-president, and was unanimously adopted by the Council. Mr. Marsden has done yeoman service for N.A.L.G.O. during the many years he has been on the National Executive Council. He has held the chairmanship of the Service Conditions and Organisation Committee since 1918, and the vice-chairmanship of the National Executive Council since 1922. He has been a trojan for work and never once hesitated to shoulder a responsibility. His sagacity is illuminating and no man could be more honest of purpose. Election as president of this great organisation will be no more than Mr. Marsden's due. It will be a tribute, also, to the

NOTES OF THE MONTH

SIR ARTHUR JOHNSON

THE President of the Association, moving the principal toast at the complimentary dinner given to Sir Arthur Johnson on Saturday, March 19, said that the tribute to Sir Arthur paid at that gathering must indeed have made him a very proud man. It was a brilliant gathering and a fitting public acknowledgment of the service which Sir Arthur has rendered to N.A.L.G.O. and local government officers during the last twenty-five years. To devote oneself unstintingly to a cause for a quarter of a century is no small contribution. That is the record of the immediate past-president of the Association. It is hard to realise that

BRANCH AND DISTRICT NEWS

ABERDARE

The first annual dinner of the Aberdare Branch was held at Ferrari's Cafe recently. Mr. W. R. Morgan, Town Clerk, presided, supported by L. Hill, General Secretary of the Association as chief guest; Mr. T. Botting, J.P., Director of Education; Dr. Prichard, M.O.H.; Mr. J. Scougal, Accountant; Mr. W. E. Richardson, Electricity Engineer; Couns. D. Ezer Davies, Chairman of District Council; John Lewis, Tom Meredith, Morgan Richards and Wm. Lawrence.

Proposing continued usefulness to N.A.L.G.O., the chairman, Mr. Morgan, said the Association existed to raise the standard of efficiency and education among those who entered the Local Government service. It helped to make men better qualified to fill the positions. The Aberdare District Council gave every encouragement to all men who sought higher office.

Mr. Hill, in reply, said N.A.L.G.O., as an association, submitted that the policy of the town was in the hands of the Town Council. As members of the Association they had always made it an essential part of their policy to remain free and unfettered. He urged upon them to take a broad view of the responsibilities that fell upon them. The welfare of the whole community was their chief business.

BARNESLEY

The Town Clerk, Mr. A. D. Mason, presided over the annual meeting of the Barnsley Branch. After the appointment of the branch officials, the D.O.S. addressed the meeting, dealing principally with the question of national economy.

BERKSHIRE

The Berkshire County Branch held its annual dinner on March 2, when Mr. H. J. C. Neobard, the Clerk to the County Council, presided and very briefly outlined the activities of the branch, appealing to those who were still outside to come into membership and so help forward N.A.L.G.O.'s work.

Contributors to an excellent concert which followed included Miss Vera Trueman, soprano; Mr. Albert Watson, tenor, St. George's Chapel, Windsor; Mr. Percy Wooliams, baritone; Mr. Will Gardner, entertainer; and Mr. J. E. Garratt, accompanist.

BIRMINGHAM

Birmingham Branch's second whist drive of the season was held at Marston Green Children's Homes on March 8. Miss B. H. Downing, Honorary Treasurer of the Branch, presented the prizes, and Mr. A. E. White was M.C. As a result of the two drives, the B. and O. Fund has been augmented by approximately £16, and the efforts of the Marston Green officers are greatly appreciated by the Branch.

A similar drive and dance in aid of the B. & O. Fund was held at Monyhull Colony, Birmingham, on March 12. In the unavoidable absence of Dr. A. M. McCutcheon, the Medical Superintendent, and Mrs. McCutcheon the prizes were presented by the Matron, Miss F. Cullwick. Mr. William Williams acted as M.C.

BISHOP AUCKLAND

At the invitation of the Bishop Auckland Sub-Branch, the D.O.S. attended a meeting on March 14 and addressed the members on "Organisation—Its Difficulties and Triumphs." The sub-branch has a membership of over fifty and is, in point of members, the largest sub-branch in membership with the County Council Branch of N.A.L.G.O.

BROMLEY

The third annual dinner of the Bromley (Rural) Branch was held on February 20 at the Shaftesbury Hotel, London. The party afterwards visited the performance of *For the Love of Mik*; at the Saville Theatre, Mr. Leonard O. Wall (Clerk to the Council), the chairman of the branch, presiding.

CANNOCK

The first annual dinner of the Cannock and District Branch was held at the Foresters' Hall, Cannock, on February 26. Mr. Wm. C. Speedy, President of the Branch, presided over a large company. Responding to the toast of the N.A.L.G.O., Mr. J. E. N. Davis, D.O.S., congratulated the Branch on the progress it had made, and the excellent support it was giving to the Association.

CARDIFF

Mr. R. Stephenson, Public Assistance Officer, presided at a meeting held in the City Lodge, Cardiff, on February 19. Mr. J. E. N.



MR. T. H. SPENCER
(See Jarrow: page 419.)

Davis referred to the activities of N.A.L.G.O. in South Wales since the fusion with the N.P.L.O.A., and showed that N.A.L.G.O.'s membership in the area to-day was roughly equal to the total number of organised officials—Local Government and Poor Law—in 1929. He said there was a clear need of absolute unity in the district, and it was satisfactory that this had been substantially achieved. Mr. Davis spoke of the recent negotiations with the Cardiff City Council regarding a temporary reduction in salaries. These negotiations had been difficult and protracted, but with a desire on both sides to face facts and to secure agreement, a not inequitable settlement had been reached.

HELD OVER.

The Editor regrets that limitations of space in the present issue has compelled the holding over of reports of branch functions received in respect of Eastleigh, Walthamstow, Wednesbury, West Ham, Westminster, West Hartlepool, West Riding, Weymouth and Portland, Widnes, Wilts, Wimbledon, Worcester, and Yorkshire District. Preference will be given to these branches in the May issue.

CARLISLE

The annual dinner of the Carlisle City Branch was held in the Silver Grille on February 26. Mr. J. E. Blundell, vice-president, in the unavoidable absence owing to illness of Mr. F. G. Webster, president, was in the chair. The function was attended by the president of the Association, Mr. S. Lord, and honorary treasurer, Mr. W. E. Lloyd, other guests

including the Mayor, Alderman J. W. A. Alderman Creighton, Councillor G. M. A. Griffiths, Mr. J. W. Wilkinson, and Mr. H. Corser. The toast of "N.A.L.G.O." was proposed by Dr. J. Beard, the President and Honorary Treasurer replying.

CARMARTHEN

The quarterly meeting of the Carmarthen Branch was held at the Shire Hall, Carmarthen, on Saturday, February 20. The financial statement presented by the hon. treasurer, Mr. Thos. Davies, met with unanimous approval. One member was agreeably surprised that officials of influence and standing assisted the Association in its work, and he was reminded that it was the support given by the senior officers of the Service that gave a high status to the Association. It was decided to revert to the practice of holding meetings mid-week in the future.

CUMBERLAND

The annual meeting of the Cumberland Branch was held at Carlisle on February 27, when Mr. G. Wainwright, Penrith, was re-elected president. The resignations of Mr. J. Barker, hon. secretary, and Mr. J. L. Bowman, hon. treasurer, were accepted with regret, and it was decided to place on record the members' appreciation of the long services rendered by both. An honorarium of £5 each was granted in recognition of their work for the branch. The positions thus vacated were filled by the appointment of Mr. T. L. Williams, Carlisle, and Mr. W. A. Elliott, Whitehaven, both being elected representatives to the annual conference.

A gratifying feature of the past year has been a revival of interest in the affairs of the Association accompanied by an increased membership. This is largely due to the revised constitution of the branch, providing for the formation of Regional Committees which are better able to keep in closer touch with the scattered membership.

DAVYHULME PARK HOSPITAL

This sub-branch of the Lancashire County Branch is busy organising their social activities. During last month the branch visited the *Daily Mail* premises, Northcliffe House, Manchester.

ELLESMORE PORT

Ellesmere Port Branch on February 18 organised a successful social evening, consisting of a whist drive, concert and dance. A presentation of a canteen of cutlery was made to Mr. J. M. Hudson, late Surveyor and former president of the branch on the occasion of his retirement from the local government service. The function was well attended and a most enjoyable evening spent.

ERITH

Members from the Erith Branch visited the offices of the *Daily Express*, in London, on February 20 and 27. The parties were conducted through all the departments and the various processes explained to them. Production of the *Sunday Express* had just begun when the party arrived, and the two hours spent among the presses proved both interesting and instructive.

GLAMORGAN

At the last meeting of the Executive Committee of the Glamorgan County Officers' Association, the Hon. Treasurer announced a paid-up membership of 634. Twenty additional applications for membership were approved. In 1929, the year before the transfer of the Poor Law Services under the Local Government Act, 1929, the membership of the Branch was 264, which had increased to 582 in 1930. Before the changes under the Local Government Act, the Branch had been the recognised channel of negotiation with the County Council, and it was the aim of the Branch to maintain its standing with the Council. How well it has succeeded is shown by the great increase of membership.

HASTINGS

A general meeting of the Hastings Branch, on February 29, unanimously elected Mr. A. J. Ryan president and adopted a new set of rules as recommended by the General Committee. On March 4 members held a social evening, under the supervision of Mr. H. Swann, and raised a further sum for the B. and O. Fund. Members of the Hastings Branch met Eastbourne Branch at football at Easter, and cricket and ping-pong fixtures with neighbouring branches will gladly be arranged.

HUDDERSFIELD

The Huddersfield District Branch, which is composed of the members of the smaller local authorities in the vicinity of Huddersfield, held its annual meeting on February 16. The D.O.S., who spoke, confined his remarks largely to the pending re-distribution of County Areas.

JARROW

The Honorary Degree of M.A. of the Durham University is to be conferred upon Mr. Thomas Hutchinson Spencer, J.P., Education Secretary for the Borough, at the Convocation of the University in June next.

Mr. Spencer was appointed by the Hedworth, Monkton & Jarrow School Board in November, 1878, and completes fifty-three years in the service of education. He was appointed Clerk to the School Board in 1899, and in 1904, when its powers were transferred to the Local Authority, he became Secretary.

LEEDS

A deputation, consisting of Mr. R. Ambler, Mr. Wildgoose, and the D.O.S. (Mr. J. B. Swinden), attended a meeting of the Leeds City Council on March 2, to protest against the suspension of salary increments under the Grading Scheme. It was pointed out that a distinct promise was given to the staff in December last that the Grading Scheme would be allowed to operate, and that the proposals of the Finance Committee were a breach of faith with the staff.

Despite the strong representations made, the deputation were unable to induce the Council not to accept the proposals of the committee.

LEICESTER

The officers of Swain Street Institution organised a dance and whist drive on February 25, in the Institution, the proceeds being in aid of the Branch B. & O. Fund. As a result the B. & O. Fund has benefited to the extent of £17 17s.

LLANDUDNO

The annual dinner of the Llandudno Branch held at the Majestic Restaurant on March 4 was presided over by Mr. W. T. Ward, Engineer and Surveyor, supported by chief officials. The Chairman of the Council, Mr. Pierce Jones, J.P., proposed the toast of N.A.L.G.O. It was evident to him from the remarkable growth in so short a space of time that it was fulfilling the objects for which it was formed. Responding, Mr. F. Marsden said the Association had become a living force in local government because of the importance it attached to setting a high standard of service. The Association had always stood for the honour of the service, and that was now recognised by local authorities in the country. In conclusion he appealed to the younger members to endeavour to enhance and maintain the high standard of local government.

MIDDLETON

A successful whist drive and dance in aid of the Benevolent and Orphan Fund was held by the Middleton Branch on February 20. The Mayor and Mayoress and several members of the Town Council were present in support of the function, the former distributing the prizes. About 120 persons attended, and a sum of nearly £7 was realised for the fund.

MORLEY

A new Branch of the Association has been formed at Morley, with a commencing membership of approximately 40. The D.O.S. addressed the inaugural meeting, which was presided over by the Director of Education,

Mr. W. H. Bolarn, M.A., L.I.B. Mr. A. E. Turner was appointed Honorary Secretary.

NEWPORT

Mr. W. A. Gunn, presided over the annual dinner of the Newport Branch held at the King's Head Hotel, on March 2. Councillor Cyrus T. Clissitt said that in the Branch and in the Association he believed there were the seeds of a successful public service. Their work appealed to him, and he had every sympathy with their aims and aspirations. He thought that when prosperity returned, there would be no difficulty in re-establishing their old position.

NORTH WALES DISTRICT

A fully attended meeting of delegates of the North Wales Branches of N.A.L.G.O. was held at Llandudno on February 20, when the Ruthin (Denbigh County), Rhyl, Llandudno, Wrexham, Caernarvon, Conway, Bangor, Haward, Flint County, Colwyn Bay and Holywell Branches were represented. The meeting considered the establishment of Whitleyism for official staffs in North Wales and passed a resolution agreeing to the principle and instructing the officers to pursue the matter.

The D.O.S. reported progress with regard to superannuation and also announced a gratifying increase in the membership. The Ruthin (Denbigh County) Branch had had over 100 per cent. increase. Mr. George Rhodes reported with regard to the B. & O. fund, and made an appeal to the meeting for further assistance.

NORTH-WESTERN DISTRICT

The quarterly meeting of the North-western and North Wales District Committee was held at the Town Hall, Bolton, on March 12, when over 150 delegates representing all parts of the area were welcomed by the Mayor of Bolton, Councillor George Sykes, who showed a keen appreciation of the many-sided activities of the Association. He congratulated the meeting on possessing an organisation which had not only such power but which conferred benefits on its membership, on Town Councils and the community alike.

The committee confirmed the decision of the General Purposes Committee to investigate the position of small branches who are being represented at the 1932 Conference with a view to financial assistance being provided. A resolution by the Bebington and Bromborough Branch regarding the extension of superannuation provision to cover widows of the dependents was referred to the N.E.C.

An Oldham resolution regarding the superannuation of the staff of N.A.L.G.O. Convalescent Home was debated and recommendations were made to the N.E.C. and the Management Committee of the Approved Society.

NOTTS

Meetings have been held by the Notts County Branch at the Poor Law Institutions at Mansfield and Basford, in order to increase interest in the work of the Association on the part of the Public Assistance Officers. At Mansfield, Mr. C. Taborn, Chairman of the Executive Committee, and the D.O.S. attended, and at Basford, Mr. T. Holmes, Mr. R. C. Parsons, the Hon. Secretary, and the D.O.S. It is hoped that the result will be an increased membership and interest.

OXFORDSHIRE

The Oxfordshire County Branch held a very successful whist drive and dance at the Carfax Assembly Rooms, Oxford, on February 19. The ballroom was decorated with N.A.L.G.O.'s colours and table decorations and balloons blended. Mrs. Slatcher, the wife of the President, presented the prizes. Mr. A. D. Gray and Mr. E. Hawley were M.C.'s.

PAIGNTON

The annual whist drive and dance of the Paignton and District Branch was held on February 24, at Deller's Cafe, Paignton, South Devon. Prizes for the whist drive were distributed by Mrs. F. P. Inman, wife of the Chairman of the Council. Dancing followed, the event producing a substantial profit, part of which will be voted to the B. and O. Fund and part to the local hospital.

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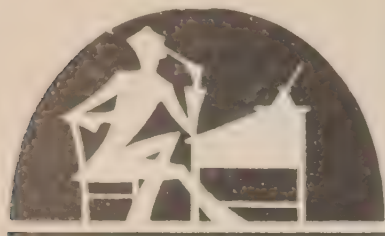
Age next birthday	Whole Life	Endowment	
		15 years	20 years
	£ s. d.	£ s. d.	£ s. d.
25	10 10	2 6 3	1 12 1
27	11 8	2 6 3	1 12 6
30	12 11	2 6 3	1 12 6
32	14 2	2 6 8	1 12 11
35	15 10	2 6 8	1 12 11
37	16 8	2 7 1	1 13 4
40	18 4	2 7 6	1 13 9
42	1 0 0	2 7 6	1 14 2
45	1 2 11	2 7 11	1 15 0
47	1 4 7	2 8 9	1 15 0
50	1 7 11	2 10 0	1 17 1
52	1 10 0	2 10 10	—
55	1 15 0	2 13 4	—

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PETERBOROUGH

The annual dinner of the Peterborough Branch was held at the Grand Hotel on March 5, 1932, under the chairmanship of Mr. Arthur I. Reeves, Town Clerk, President. In proposing "The Authorities we serve," the President expressed his appreciation of the spirit of friendly co-operation which had been shown by all the officers since his appointment as Town Clerk. The toast of the "National Association" was proposed by the Deputy Mayor, Councillor J. Benstead, and responded to by Mr. W. T. K. Searjeant, City Accountant, and by the Divisional Organising Secretary.

PRUDHOE HALL COLONY

A whist drive and limelight dance, organised by the president of the Prudhoe Hall Colony branch, Miss N. M. Hawkes, was held in the Recreation Hall on March 4. Mrs. Dr. McCoull presented prizes, and a happy evening resulted in a cheque for £7 1s. 6d. being realised for the B. & O. Fund.

SEAHAM HARBOUR

The D.O.S. addressed a meeting of the officers of the Seaham Harbour U.D.C., who have expressed a desire to join the Association. A branch is in course of formation.

SCARBOROUGH

At the request of the Scarborough Branch, the D.O.S. had an interview with the Mayor and the chairman of the Finance Committee on the question of the increase of allowances for previous service under the Superannuation Scheme. A further interview took place with the chairman of the Electricity Committee, with a view of inducing the committee to designate the posts of the Electricity Department Staff.

SETTLE

A "Family Whist Drive" was held in the Naked Man Cafe, Settle, on Friday, March 18, to which members and friends of the Settle Branch of N.A.L.G.O. were invited. The Benevolent and Orphan Fund will benefit to the extent of £1 19s., added to a further sum of £15 13s. raised by another recent drive.

SOMERSET

Somerset County Branch has a membership of 522. At the last annual meeting it was resolved to re-organise the branch into three sub-branches to be known as Taunton, Yeovil, and Bridgewater Sub-branch, the Frome and Wells Sub-branch, and Weston-super-Mare Sub-branch. At the organisation meeting of the Frome and Wells Sub-branch at Shepton Mallet there was an excellent attendance of members and non-members. Mr. W. H. Lintern, District Surveyor, Somerset C.C., was appointed chairman and Mr. W. A. Corben, Rating Officer, Shepton Mallet U.D.C., was appointed hon. secretary. Taunton area Sub-branch's inauguration meeting was held on February 20 at Taunton and was attended by over eighty members and non-members of the Association. Mr. P. O. Cowlishaw, Clerk, Taunton R.D.C., and Guardians Area Committee Clerk, S.C.C., was appointed chairman, and Mr. E. J. Larway, A.C.I.S., Local Taxation Department, S.C.C., hon. secretary.

Col. E. Stead, M.C., County Surveyor; Mr. A. R. Cass, Clerk of the Department, Somerset C.C., late secretary Gloucester and Somerset Branch N.P.L.O.A., and Mr. Frank Thomas, D.O.S., attended both meetings. Thirty new members have been enrolled as a result.

SOUTHGATE

Vide the usual annual dinner, the Southgate Branch of N.A.L.G.O. held a supper, dance and social on February 26. The president, Mr. H. C. Coish, presided. "Southgate Branch" was proposed by the Chairman of the Council, Mr. T. Hopper, J.P., who remarked on the continued good relationship which existed between council and staff. The President assured the company that local government life was not an "all-way and no-work" existence which some supposed it to be.

A concerted item by the "Southgate N.A.L.G.O. Boys" humorously ridiculed both the council and members of the staff in turn and was enthusiastically encored.

SOUTH HAMPTON

Speaking at the annual dinner of the Southampton Branch of N.A.L.G.O. on February 19, Mr. L. Hill, General Secretary, said he hoped that at all times, whenever N.A.L.G.O. came into contact with a local authority, the local authority would look on the organisation as a help and not a nuisance. The wave of economy affecting the public services had brought very much into the picture the need of recognition of the value of public administration. One felt that public administration generally was too lightly criticised by the uninformed. The work of local government officers was concerned very closely with the welfare of the community, and it should have a recognised prestige value which it had not got at the present time.

Mr. Hill spoke of the educational efforts of the organisation, and of the measures taken still further to raise the standard of the qualifications for public administration.

SOUTH SHIELDS

With a view of protesting against the recommendations of the Finance Committee in respect of reductions in salaries, a deputation, consisting of Mr. Lincoln, Mr. Fawcett, and the D.O.S., attended a meeting of the South Shields Town Council on March 15. A strong case was made out against any reductions being effected, and as a result of the interview the Council decided not to make the reductions.

SOUTH WALES DISTRICT

The South Wales District Committee met at the Esplanade Hotel, Porthcawl, on March 5. Mr. I. Edwards presiding over a large attendance.

Councillor Russel Mabley, J.P., Chairman of the Porthcawl Council, welcomed the delegates and said he was glad to acknowledge the spirit in which N.A.L.G.O. carried out its work.

The meeting received a comprehensive report on the work of the National Executive Council from Mr. G. Llewellyn, the District Representative on the Council.

It was reported that the membership in the District for the year ended October 31, 1931, was 3,393, as compared with 2,968 the previous year.

The Committee received and discussed reports from the Branches throughout the area, which showed that generally progress had been satisfactory.

SOUTH-WESTERN DISTRICT

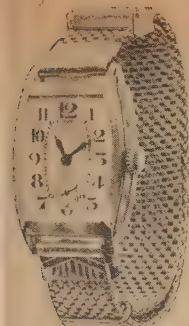
A meeting of the South-western District Committee was held on March 12, at the Guildhall, Exeter. Mr. C. J. Newman, Town Clerk of Exeter, occupied the chair in the presence of the Mayor and Sheriff of Exeter. The Mayor complimented the Association on its work for the betterment of the municipal service, referring to the self-sacrifice and consideration with which seniors in the service lent a helping hand to the junior members.

The formation of a new branch for South-east Devon since the last meeting was reported. The D.O.S. reported as to the position in the south-west area where, although the membership had increased, there was still a wide field for activities, especially in regard to the staffs of institutions and hospitals.

At the conclusion of the meeting delegates were entertained to luncheon at Deller's by the Exeter City and Devon County Branches. After luncheon the Sheriff of Exeter, on behalf of the South-western District Committee, presented a magnificent chiming clock and a cut glass bowl to Mr. Percy Hawthorn in recognition of his thirteen years' voluntary service as honorary secretary to the Southern and South-western District Committees.

SOUTHERN DISTRICT

There was a large attendance of representatives at the quarterly meeting of the Committee held at Oxford on March 5. Reports were made by the N.E.C. representative, Mr. D. Llewellyn Griffiths, and by the D.O.S. Arising out of a report from the Advisory Sub-Committee, it was decided to place a notice of motion on the Conference Agenda regarding the present scale of subscriptions, so far as the



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BRANCH NEWS

(Continued)

scale related to subordinate officers of Institu-
tions. A recommendation from the Sports
Sub-committee that the N.E.C. be asked to
consider the advisability of bringing the Local
Government Officers' Rifle League under their
jurisdiction, was adopted.

STOKE-ON-TRENT

A successful dance in aid of the B. & O.
Fund was held at the London Road Institution,
Newcastle-under-Lyme, on February 18. The
Association was indebted to the Master and
Matron, Mr. and Mrs. J. R. P. Thomas, and
to Mr. H. Pennington, Assistant Public Assis-
tance Officer, for arranging the function.

The annual general meeting of the Branch
was held on March 3, Dr. A. Wotherspoon,
Medical Officer of Health, presiding. The
report of the Executive Committee showed an
all-round activity. Mr. A. J. Averill and Mr.

G. A. F. Moreton made a plea to the younger
members of the Branch to avail themselves of
the facilities offered by the Association.

ST. PANCRAS

The St. Pancras Branch held its annual din-
ner, concert, and dance on March 4, at the
Holborn Restaurant, under the genial chairman-
ship of the president of the Branch, Mr. A.
Powell Coke, Town Clerk. Mr. H. Slater, the
D.O.S., was principal guest. "The Ladies and
Visitors" was proposed by Mr. W. C. W.
Roworth, and responded to by Miss Violet
Stevens; "The Chairman" by Dr. G. Sowden.
The gathering was one of the most successful
of its kind.

WOOLWICH

The president of the Branch, Sir Arthur
Bryceson, presided over the annual dinner of
the Woolwich Branch, held at "The Welcome
Inn," Well Hall Road, Eltham, on January 30,
at which over 150 members and friends attended.
The guests included the Mayor and Mayoress,
Alderman F. T. Halse, J.P., L.C.C., and

Mrs. Halse and Miss Halse, Councillor and
Mrs. R. A. M. Walters, and Councillor and
Mrs. W. Barefoot. The Mayor proposed "The
Woolwich Branch," the Deputy Town Clerk,
Mr. D. Jenkins, responding. Dr. J. Macmillan,
D.S.O., M.C. (Medical Officer of Health),
proposed the health of the guests and Coun-
cillors Walters and Barefoot responded.

A presentation of a cinematograph camera
was made to Mr. E. J. Sara, general secretary
of the branch for nine years, now retired.

Mr. W. Ryan, of the Borough Treasurer's
Department, acted as M.C. at the dance.

Members of the staff at Woolwich, with
the help of friends, presented *The Ghost
Train*, by Arnold Ridley, at the Town Hall,
Woolwich, on February 11, under the direction
of Mr. William G. Watson, of the Borough
Treasurer's Department, with the result that
approximately £25 will be paid to the Benevo-
lent and Orphan Fund. Members of the staff
played musical items before the commence-
ment and during intervals of the play.

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HOME GARDENING

By WALTER P. WRIGHT

Author of *Everyman's Encyclopaedia of Gardening, Scientific and Practical Gardening, etc.*

ONE enjoyable job at the moment is getting in the main crops of vegetables. On a sunny spring day after rain, it is lovely to crumble down friable soil with the rake, draw drills, and sprinkle in seeds. With experience of both, I declare unhesitatingly that it has golf soundly beaten. One can rely on potato sets going down when and where wanted, but not so the golf ball. Let me jog the memories of my readers about the complete fertiliser I recommended last year. Here it is, all proportions by weight: 3 parts superphosphate of lime, 30 or 35 per cent. grade; 1 part each sulphate of ammonia, sulphate of potash, and steamed bone flour (the last item may be omitted if there is a difficulty in getting it), all thoroughly crumbled and mixed. Suitable quantity to broadcast over the ground for general crops and fork in, 5½ lb. per square rod, ditto per 50 feet of drill for potatoes 1 lb. The cost should not exceed 1½d. per pound.

* * *

Readers have probably obtained seeds of the vegetables they need by now and may go on to flowers. Never was there such an array of tempting collections. Almost every general shop has them, and even the bookstalls have displays with brilliant pictures on the packets. But collections don't suit all of us, because the kinds we want are not there, yet have them we must and will. Here the seedsmen's catalogues come in, and they, too, are more numerous and more attractive than ever. Readers on the look-out for particularly beautiful and useful half-hardy annuals suitable for sowing in a frame or greenhouse now should order nemesis, double zinnias, scabious Azure Fairy, asters, stocks, marigolds, Phlox Drummondii, nicotianas, petunias, Tagetes signata pumila (tiny marigold), Salpiglossis, and gailardias for certain; with Aretotis grandis, Statice sinuata, Brachycome (Swan River daisy), Diascia Barbaera, Dimorphotheca aurantiaca, Ursinia anethoides, and Venidium fastuosum, if they want something a little out of the common and are not severely restricted for space. I would not rely on seed of antirrhinums for this summer's bloom, but would buy boxes of sturdy seedlings.

* * *

Hardy annuals for sowing outdoors some time this month must certainly include calliopsis (coreopsis), candytufts, chrysanthemums, double clarkias, cornflowers, eschscholtzias, godetias, both double and single, larkspurs, lavatera, scarlet linum, nigella (Love in a Mist), lupins, mignonette, nasturtiums, nemophilas, poppies, saponarias, silenes, sunflowers, sweet — (see last month's jottings), sweet sultans, limnanthes, Virginian stocks, and viscarias. If there is room, sweet alyssum, Bartonia aurea, collinsias, convolvuluses, Eutoca viscida, gillias, Gypsophila elegans, Ionopodium caule, Jacobaeas, leptosiphons, linarias, Malope grandiflora, oenotheras (Evening Primroses), Thalictrum campanulata, portulacas, salvia Blue Beard, Schizopetalon Walkeri (very fragrant), night-scented stock, and whitlavia may be added with advantage. Finely raked soil, thin sowing, and early thinning, please.

* * *

It needed the patience and caution born of experience to avoid pruning roses six weeks ago, for they were breaking strongly, but old

growers kept their knives and secateurs in store, knowing the danger of cutting too soon. Now, however, one can go ahead. So far as the pillar ramblers are concerned, those who followed advice last year and cut out old hidebound canes in autumn, have a simple task, for all that is needed is a slight trimming up of the new rods, removing dead tips, and shortening weak or pinched laterals. Plenty of new flowering laterals will soon break. There is a case for varying the pruning of established dwarfs in accordance with the habit of the variety, dealing very lightly with the ultra-vigorous growers, but I still favour hard pruning for all newly planted stuff, and would cut them back forthwith to about four buds from the base. It is severe, but it pays. This applies alike to the rank and file of hybrid perpetuals, hybrid teas, and teas. I would except dwarf polyanthas, for which I am satisfied light pruning from beginning to end should rule. The modern dwarf polyanthas, represented by the Poulsen group, have hybrid tea blood in them, I believe. They are taller, stiffer, and altogether stronger than the older D.P.'s. No roses are more useful for beds.

* * *

One can get an excellent stock of chrysanthemums for general, as distinct from show, purposes by striking cuttings now. If there are sturdy sucker shoots on old stools they should be taken off and inserted, singly, in small pots for choice, otherwise round the edges of a larger pot. But the tops of plants struck early—plants which are being grown for bushes and are, therefore, to be topped—make good plants if inserted in sandy soil and kept close for a few days.

There is still time to put in rock plants, because nurserymen keep them in pots out of which they can be taken carefully and put into the soil with little fear of failure. Perhaps a short list of good plants would help some reader or another. Here it is:—

Alyssum saxatile compactum, Androsace Chumbyi, Arabis alpina, Arnebia echinoides, Aubrietia Fire King, Campanula pusilla, Dianthus caesius, Dianthus deltoides, Erinus alpinus, Gentiana acaulis, Gentiana sino-ornata, Gentian verna, Iberis corraefolia, Iberis gibraltarica, Linum alpinum, Lithospermum prostratum, Omphalodes verna, Onosma tauricum, Pentstemon Scowleri, Phlox divaricata, Phlox subulata, Primula farinosa, Primula villosa, Saxifraga Burseriana, Saxifraga Wallacii.

Just twenty-five. And I would rather have felt free to name double the number, so many charming things are left out.

BRIEF MEMS: FLOWERS.—Prune old fuchsias and start them in gentle heat. Put young zonal geraniums on a light shelf. Pinch off the tops of young lobelias and insert them in sandy soil. Start tuberous begonias in leaf-mould. Plant Gladioli. Top young sweet peas of late sowings, and plant out earlier batches by the end of the month, giving them sticks.

BRIEF MEMS: VEGETABLES.—Sow the main crops (see above). Globe beetroot, intermediate carrots, onions, leeks, celery (under glass), vegetable marrows (preferably under glass), successional peas, dwarf French beans (end of month, except in sheltered places), and all kinds of winter greens may be sown. Tomatoes may be repotted as needed and a final sowing made. Cucumbers and melons may be planted.

BRIEF MEMS: FRUIT.—Plant strawberries out of pots. Finish the pruning of all kinds of hardy fruits. Graft apples, pears, cherries, and plums as needed, leaving apples until the last. Four to six parts of resin, two parts of beeswax, and one of tallow, melted together, and brushed on hot, form a good grafting wax.

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Circular No. 19'Conf.

- Stating that a large number of representatives to the annual conference at Weston-super-Mare have not yet reserved accommodation, and requesting branch hon. secretaries to urge them to do so at once.
- Asking branches issuing local journals to forward a copy regularly to Headquarters.

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(b) BALTIC CRUISES.

- Enclosing two copies of leaflet giving particulars of Baltic Cruises, for which bookings, accompanied by a deposit of £1, can now be accepted through Headquarters on special terms.

(c) CROYDE BAY HOLIDAY CAMP, N. DEVON.

- Directing attention to the heavy booking being received for the period from the middle of July to the end of August, and urging that members and others should endeavour to arrange their holidays outside the high season.

Circular No. 21 Edcn.

- Stating that the National Executive Council has decided to offer the Sister Town Scholarship for competition in 1921, inviting subscriptions towards the cost of the Scholarship and enclosing notice relating to the Scholarship.

- Stating that the Association's third Summer School for England and Wales will be held at Selwyn College, Cambridge, from July 2 to 9, and that the cost for college dues for the whole period amounts to 31 guineas. Also that the detailed programme will be available at the end of March.

- Stating that the second Summer School for Scotland will be held at St. Andrew's University from July 16 to 23, and details will be available at the end of March.

Circular No.22 B. & O.

- Informing branch secretaries that B. & O. purses must be sent direct to Headquarters and not retained to be handed in at Conference as previously.

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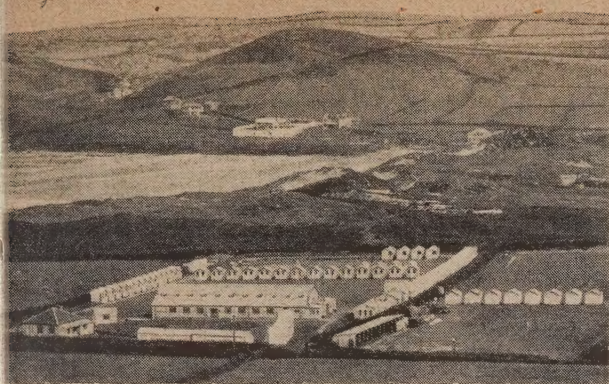
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GAME OF CHESS

By ANSELMO LOPEZ

PROBLEM No. 16 (by W. J. Wood)
Black—3 pieces



White—4 pieces

White to move and mate in three moves.

Of the games played in the recent Referee London Tourney the following one has been awarded the brilliancy prize (£10).

WHITE: DR. ALEKHINE	R. G. KOLTANOWSKI
1. P-K4 ..	.. P-K4
2. Kt-KB3 ..	.. Kt-QB3
3. B-K15 ..	.. P-QR3
4. B-R4 ..	.. P-Q3
5. B x Kt ch	.. P x B
6. P-Q4 ..	.. P x P
7. Kt x P ..	.. B-Q2
8. Castles ..	.. P-KKt3
9. Kt-QB3 ..	.. B-Kt2
10. R-K1 ..	.. Kt-K2
11. B-B4 ..	.. Castles
12. Q-Q2 ..	.. P-QB4
13. Kt-Kt3 ..	.. Kt-B3
14. B-R6 ..	.. K x B
15. B x B ..	.. P-B3
16. Kt-Q5 ..	.. R-QKt1
17. QR-Q1 ..	.. Q-B1
18. Q-B3 ..	.. Q-Kt2
19. P-QR3 ..	.. R-B2
20. P-R3 ..	.. Q-Kt4
21. R-K5 ..	.. R x Kt
22. Kt x P (B2)	.. B-B5
23. R x P ..	.. Q x P
24. P-QR4 ..	.. Q-Kt4
25. Kt x P ..	.. K-Kt1
26. Q x P ch	.. R-Q1
27. Kt-Q7 ..	.. Q-Kt5
28. R-KB3 ..	.. Q-K4
29. P-B3 ..	.. R(Q1)-QB1
30. Kt-K5 ..	.. Resigns
31. Kt x Kt ..	..

Here is another game from the same tourney, which deserves special attention because of its elegant ending:

WHITE S. FLOHR	BLACK P. MILNER-BARRY
1. P-Q4 ..	.. Kt-KB3
2. P-QB4 ..	.. P-K3
3. Kt-QB3 ..	.. B-Kt5
4. Q-B2 ..	.. Kt-B3
5. Kt-B3 ..	.. P-Q3
6. P-QR3 ..	.. B x Kt ch
7. Q x B ..	.. Castles
8. P-QKt4 ..	.. P-K4
9. P x P ..	.. Kt x KP
10. Kt x Kt ..	.. P x Kt
11. Q x P ..	.. R-Kt1
12. Q-Kt2 ..	.. Kt-K5
13. B-B4 ..	.. B-B4
14. P-B3 ..	.. P-KKt4
15. B-B1 ..	.. Kt-Q3
16. Q-B3 ..	.. P-KB3
17. B-Kt2 ..	.. K-Kt2
18. Castles (QR)	.. Q-K2
19. P-K4 ..	.. B-Kt3
20. P-B4 ..	.. Kt-B2
21. R-Q7 ..	.. Q x R
22. Q x P ch	.. K-R3
23. Q-Kt7 ch	.. K-R4
24. P-Kt4 ch	.. K-R5
25. B-Q4 ..	.. Resigns

Last season's competition for the Hamilton-Russell Cup ended in a tie between the National Liberal Club, the Authors' Club and the Royal

Automobile Club. The final match in the breaking of the tie has resulted in the Authors winning the cup as follows:—

Authors	R.A.C.
W. Winter ..	0 V. Buerger ..
R. C. Griffith ..	1 Dr. F. S. Duncan ..
E. G. Twitchett ..	1 W. Ward-Higgs ..
P. W. Sergeant ..	1 E. Baines-Lewis ..
T. C. Elder ..	0 J. Rowson ..
Ashley Brown ..	1 H. G. Felce ..
	3 1/2 2 1/2

The growing popularity of chess in London is well illustrated by the fact that the London Commercial League has been having no fewer than forty-one teams in the field during the current season.

BRIEF BRILLIANCIES No. 16

RUY LOPEZ	WHITE	BLACK
1. P-K4 ..	.. P-K4	.. P-K4
2. Kt-KB3 ..	.. Kt-KB3	.. Kt-QB3
3. B-K15 ..	.. B-K15	.. P-QR3
4. B-R4 ..	.. B-R4	.. P-Q3
5. Castles ..	.. Castles	.. P-B4
6. P-Q4 ..	.. P-Q4	.. P x KP
7. Kt-Kt5 ..	.. Kt-Kt5	.. P x P
8. Q x P ..	.. Q x P	.. Kt-B3
9. Kt x KP ..	.. Kt x KP	.. B-Q2
10. R-K sq ..	.. R-K sq	.. K-B2
11. B-Kt3 ch	.. B-Kt3 ch	.. K-Kt3
12. Q-Q3 ..	.. Q-Q3	.. Kt-K4
13. Kt x P ch	.. Kt x P ch	.. Resigns

END GAME No. 16

White (4 pieces)—K on KKt2, B on QR2, P on KR2, P on QKt5.

Black (4 pieces)—K on KR4, B on QB7, P on KR3, P on Q4. White to play and win.

SOLUTION TO PROBLEM No. 16

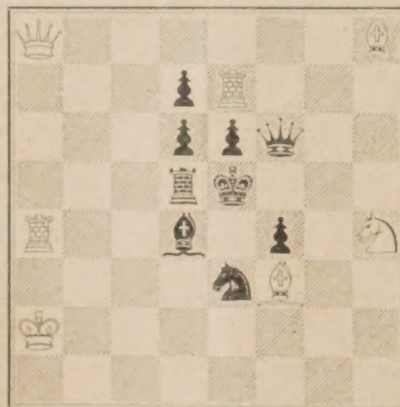
(3-mover by W. J. Wood)

The key is R-R7.
If 1, Kt-B4; 2, Kt-Kt3 ch, Kt x Kt; 3, P x Kt mate.

If 1, K x P; 2, Kt-B4, any; 3, R x P mate.
Comment.—A pretty miniature, but, as is usual in the case of such compositions, lacking in variety.

PROBLEM No. 16a (by P. H. Williams)

Black—9 pieces



White—7 pieces

White to move and mate in two moves.

SOLUTION TO PROBLEM No. 16a

(2-mover by P. H. Williams)

The key is R-KR7.
If 1, Q x B; 2, Q x Q mate.
If 1, Kt-B4; 2, Q x R mate.
If 1, B-Any; 2, R-K4 mate.
If 1, R-Any; 2, Q-K4 mate.

Comment.—Ingenious and difficult changed block problem, with some near tries; R-KKt7 is a good trap.

SOLUTION TO END GAME No. 16

WHITE	BLACK
1. P-Kt6 ..	.. B-K5 ch
2. K-Kt3 ..	.. P-Q5
3. P-R4 ..	.. K-Kt3
4. B-Kt sq ..	.. B x B
5. P-Kt7 ..	..

AUCTION BRIDGE

By NEVILLE HOBSON

Play of Hand

It is proposed to continue the general hints on the play of the hand which were commenced in the last issue.

Discarding: An effective understanding can be established by means of discards, namely:

- Encouragement discards, consisting of a 7 or higher.
- Discouragement, comprising a lower card than a 7.

The use of (a) affords valuable indication of a desired lead, as the position frequently arises that Game can be saved if, at the critical stage, one's partner leads a particular suit and the throwing of a high card on the occasion of the first discard will give the all-important clue.

It is advisable—particularly against a "No Trump" declaration—to keep one of a suit if possible, as it gives the Declarer valuable information if you do not play to a lead as second player when a finesse is in contemplation.

N.B.—Never give the Declarer a discard in one hand and a ruff in the other.

Ducking: If, e.g. at "No Trumps," dummy has A, K, and 3 or 4 others, without any other definite card of re-entry, and you have only two, it is advisable to "duck" in the case of the first lead and allow your opponents to make a trick, in the hope that their remaining stops will fall to the Ace and King on the second and third rounds and establish the remaining cards as winners.

Play of Dummy: If, when playing "No Trumps," a strong suit is exposed in Dummy, it is usually advisable for the Declarer to make the most of that suit before concentrating on his own strong suit or suits, so as to keep the opponents "in the dark" as long as possible.

"Bath Coup": Having A, J, x, it frequently pays to play low on the first round when the King is led, so that—if the suit is again played by the holder of the K, Q, two tricks are assured.

Calling for Ruff: The play of a high and then of a low card of the suit led indicates to a partner the ability to trump the third round—or, at least, the desire that the suit should be continued.

N.B.—"Ruffing" means trumping.

Echo: This is a conventional signal at "No Trumps" to indicate the holding of four or more of the suit led by playing first a high and then a low one. In this case, however, it is sometimes advisable to "echo" with the middle cards, particularly if there is any danger of blocking one's partner.

N.A.L.G.O. SPORTS

NORTH-WESTERN DISTRICT

The semi-finals and finals of the North-western District billiards competition were played on February 27 at Manchester. In the semi-finals Blackburn beat Liverpool and Bolton beat Manchester, and in the final of the teams competition Blackburn beat Bolton 1,081 to 799. Blackburn thus gain the Billiards Teams Trophy. In the Individuals Competition Blackburn, represented by Mr. R. F. Fowler, were again successful. Mr. A. E. Kelly was Macclesfield's champion in the final.

"PULLINGER" CHESS CUP

The final round of the 1931-32 competition in which Bradford meet West Riding, has commenced. Results of the previous rounds were:—

ROUND 1.—Bradford 2, beat Ipswich 1; West Riding 2, beat Bootle 0; Richmond 2, beat Leicester 1.

ROUND 2.—Bradford 2, beat Richmond 1; West Riding (a bye).

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